

WESTERN ILLINOIS UNIVERSITY
BOARD OF TRUSTEES
Minutes of the Meeting
October 17, 2008

The meeting of the Board of Trustees of Western Illinois University convened at 8:03 A.M. in the Capitol Rooms of the University Union on the campus of Western Illinois University – Macomb. Trustee Steven L. Nelson, Chair, presided.

The following trustees were present to answer roll call:

Trustee Blake E. Antonides
Trustee Carolyn J. Ehlert
Trustee William L. Epperly
Trustee Donald W. “Bill” Griffin
Trustee Steven L. Nelson

Trustee J. Michael Houston - ABSENT

Trustee Nelson moved to convene the Board to Executive Session to consider personnel, legal, collective bargaining and other such issues as are covered by Section 2.c. of the Open Meetings Act with plans to reconvene in open session at approximately 9:00 A.M. Trustee Epperly seconded the motion.

Roll Call

Trustee Antonides	Yes
Trustee Ehlert	Yes
Trustee Epperly	Yes
Trustee Griffin	Yes
Trustee Nelson	Yes

Motion carried. The Board convened to Executive Session at 8:03 A.M.

Following Executive Session the Board reconvened in open session at 9:07 A.M.

The following Trustees were present to answer roll call:

Trustee Blake E. Antonides
Trustee Carolyn J. Ehlert
Trustee William L. Epperly
Trustee Donald W. “Bill” Griffin
Trustee Steven L. Nelson

Also present for the open meeting of the Board of Trustees:

Legal Counsel Representative Bruce Biagini
Board Treasurer and Vice President for Administrative Services Jacqueline K. Thompson
Administrative Assistant to the Board Kerry L. Yadgar
Provost and Academic Vice President Jack Thomas
Vice President for Student Services W. Garry Johnson
Vice President for Advancement and Public Services Daniel L. Hendricks
Vice President for Quad Cities, Planning and Technology Joe Rives

Advisory Group Representatives present:

Student Government Association President – Robert Dulski

Faculty Senate Chair – Dennis DeVolder

Council of Administrative Personnel President – Schuyler Meixner

Civil Service Employees Council – Carla Farniok, Secretary

REVIEW AND APPROVAL OF JUNE 6, 2008 BOARD MEETING MINUTES

The minutes of the June 6, 2008 Board of Trustees meeting were approved via unanimous roll call vote.

REVIEW AND APPROVAL OF JULY 11, 2008 BOARD RETREAT MINUTES

The minutes of the July 11, 2008 Board of Trustees Retreat were approved via unanimous roll call vote.

CHAIRPERSON’S REMARKS

Chair Nelson welcomed everyone and commented last night the trustees had a tour of the Student Recreation Center and we all thought it was a great selling point for the University and the students should be thankful. I would like to welcome back to the Board of Trustees, Blake Antonides and also want to welcome Joe Rives to his first Board meeting as a Vice President.

I want to congratulate the Leathernecks on their victory over North Dakota State last Saturday. My family thought I was losing it when they heard me yelling at my computer screen while watching the last few minutes of the game. This is a great weekend – Homecoming at WIU!

I can tell you as Chair of the Board – you want two things – you want a robust economy and a capital bill. I have neither, and as the old saying goes - you play the cards you were dealt. While the Board is fewer in numbers, we remain strong in our support for Western. Periodically, my youngest daughter reminds me of the line in the “Big Fat Greek Wedding”, Dad - while you might be the head, mom is the neck and she can make the head turn any way she wants. It is my observation that the head and neck at WIU work together. These are difficult times but we will all work together and my true belief is that we will work through them.

On a positive note, on October 7th, the Illinois Board of Higher Education approved a degree program in Engineering and our Bachelor of Nursing program. I would like to thank President Goldfarb, Provost Thomas, Vice President Joe Rives and Dean Ereksen for their efforts in securing an Engineering program for WIU. It truly sends a message to the Quad Cities that we continue to move forward with new programs even without a capital bill. I also want to thank President Goldfarb, Provost Thomas, Dean Levi and Director Lea Monahan for their efforts in securing the Bachelor of Nursing degree program for WIU.

Lastly, if this weekend you see Trustee Bill Epperly walking around and going like this (pointing), don’t bother him because he is counting trees.

PRESIDENT’S REMARKS

President Goldfarb commented I don’t know how to follow that particularly with the head cold I have this morning. Thanks, Chair Nelson. As Steve pointed out, we are very pleased in terms of new programs that the Board of Higher Education did approve our Engineering and Nursing programs. I do also want to thank all those who were involved in making that happen. We have a very significant need across the

region for those new programs and this is a strong indication that we are working hard to serve the needs of the region of the state.

This fall, we actually also had the start of a number of new academic programs as well. In terms of our nursing degree completion program, we already have our first nursing students on campus and Museum Studies in the Quad Cities at the Figge Museum and Bachelor of Liberal Arts and Master of Liberal Arts in the Quad Cities as well. I am very excited about the amount of activity on the academic side of the institution in terms of new degree work and new degree programs.

In terms of building projects, Steve mentioned the Board had a chance to tour through the addition to the Spencer Student Recreation Center, which I think is an outstanding addition as well. The MultiCultural Center you can see across the way is coming along very nicely. It is a little bit behind schedule but we are very excited about the facility and will be an outstanding addition to the campus.

We are hoping we will be able to open bids on Memorial Hall at the end of this month. We may see some real activity moving on in that facility as well. Vice President Thompson added Bill Brewer is shaking his head in agreement.

You will see a number of reports today in terms of enrollment. There is good news and bad news. Over all our enrollment was down over 1%. The good news is we saw increases in transfer students, graduate students, extension students and retention this fall. The bad news is we did have a decline in our first year freshman. Again, we are reviewing and Eric Campbell will be discussing that with you today as well. We will continue to review that issue in terms of working at a time in which competition is much more difficult in the State of Illinois in institutions that we are competing with, and at a time in which we know the high school graduating classes will be decreasing as well.

Steve mentioned budget, and all of us have concerns regarding budget. I remind the campus as I remind everyone and as we have done every year, we are holding reserve. Our hope is that we will be able to release it. We recognize that these are very difficult budgetary times. I know you will also hear from Vice President Hendricks about drops in endowments across the country in terms of all institutions because of what is going on with the stock markets. This institution is very conservative in its fiscal policies and I am very grateful for that. We are very careful in terms of how we operate and we will try to work our way through and weather our way through in these very difficult economic times. It is much more difficult than some of the turnarounds we have seen in the past.

Since the last Board meeting, we have seen recognition from many of the national publications. Again, we were a top tier in the Midwest universities in the U.S. News and World Report. Again, always remind the Board that occurs even though we admit 300 students that did not meet our minimum requirements. U.S. News and World Report being primarily input ranking that hurts us with them. Nonetheless we are committed to being an institution of access, and obviously remain an outstanding university by being in that top tier. Princeton Review again shows us as the best Midwestern college and university. We like to brag as well that we were chosen for the new College Guide for Access and Opportunity, one of two publics in the State of Illinois. I think it is because of the outstanding work we clearly do with students who come from lower socio economic backgrounds.

Even in these very difficult times, you will see in Vice President Dan Hendricks' report we had a record year in fundraising. We are actually hoping for a close to record year again this coming year. We are going to continue to work with our alums and friends recognizing that it will be a little bit more difficult in the fundraising environment, but we are going to continue to be very aggressive in that arena.

I always remind the Board that my State of the University Address is on the web. It goes through much of the activities in the past year and much of what we are hoping to do in this coming year.

I am looking forward to an outstanding Homecoming, hopefully with my head cleared up a little bit by the time I am in the parade tomorrow morning.

LEGISLATIVE UPDATE

Chair Nelson announced Dave Steelman will not be here today. Sadly, Dave's mother died yesterday, so keep Dave and his family in your thoughts and prayers.

Due to Dave Steelman's absence, the following report was submitted.

Budget/Capital Plan/Lottery Lease - The House approved legislation to let the Governor lease the Illinois Lottery to private investors. SB 2595 (H-AM 2) could potentially raise one-time revenue of at least \$10 billion for the State in exchange for the lease of 80% of the State Lottery. About \$7 billion collected in the first four years would pay for construction projects. The rest would be split among public education and, if profits exceeded \$11 billion, help pay down compounding public employee pension debt.

The Senate still has to act on the House amendments (they passed their own lottery lease bill earlier in the session). If it does pass in the Senate, then the search process would begin for investors...the process could take quite a while, and many legislators are using that argument as rationale for not doing a capital projects bill.

Operating – Code departments have already done rescissions ...2-3%. A \$700 million budget hole remains.

Legislation - COPS – SB 2887 – This bill has been a significant concern for us. The bill limits any state lease or contract to 10 years. Chapman & Cutler indicated that could put any future COPS financing in jeopardy. The bill passed but was amendatorily vetoed by the Governor to include a provision allowing for the continued use of COPS by universities. The Senate voted to override the Governor's amendatory veto, but the vote failed in the House, which is what we wanted to happen. So for now at least we're still okay issuing COPS, but I'm fairly certain the issue will come up again. Part of the fear is that the House Dems don't want the Governor to have authority to do COPS.

(COP's are tax-exempt government securities used to raise funds to improve and construct buildings or purchase equipment. COP's are used to finance capital costs related to construction or acquisition and may not be used to finance ongoing operating costs. COP's are sold to investors, and in return, the investors receive COP payments which include interest income that is exempt from federal and state income tax.)

Vets – HB 5368 - We've been working with the Lt. Governor's office regarding legislation dealing with veterans. The legislation created a task force and requires specific recommendations. The initial thought was to create new vets assistance offices staffed by vets on campuses...we think we can use existing structures and not reinvent the wheel. We're working on draft legislation as we speak. I want to add that WIU is ahead of the game in terms of veterans' services and information. The Student Assistance Center, staffed by Karolynn Heuer and Kathy Meyers, are already providing veterans outreach and information.

While we're on Veterans, I want to briefly mention the potential impact of some changes to the federal GI Bill. Under the new bill, vets will be eligible for both state and federal benefits. The federal benefits will cover tuition and fees and will include a stipend for books and for housing. Given that the federal benefits

are more generous than the state's, which are limited to tuition and fees, we expect the vast majority of vets to utilize the federal benefits. For WIU, the impact will be on state Veterans Grants. The state isn't paying the university for those grants...we're eating the costs....but at least theoretically those costs should go down as Vets move to the federal benefits. I say theoretically because there may still be some question about the feds obligation in states that waive tuition for Vets...and Vets Affairs and ISAC are still working on answering that question.

The Student Government Association is getting off to an early start...they've already approached me regarding Lobby Day during the Spring Session. Dr. Goldfarb has promised to let them re-use the piece of Stipes Hall that he carries in the trunk of his car.

GENERAL COMMENTS BY VICE PRESIDENTS

Academic Services

Provost Thomas thanked Chair Nelson. I am also happy about the approval of the Engineering and Nursing programs. I want to thank President Goldfarb and all of you for your support. I especially want to thank Dean Inessa Levi, Dean Tom Ereksen and Lea Monahan, Director of Nursing program. We have received a lot of good press and we want to continue to move forward with our academic programs. This will help us in terms of being better funded as well as being an institution that is very competitive and continue to create programs that are on the cutting edge. The deans and chairs are continuing to look at other academic programs that would better position us as an institution. I have already presented some preliminaries to the President and, hopefully, we will continue to move forward in a better positive direction with the academic programs. Currently, we have the Anthropology program at the Illinois Board of Higher Education and we hope that will be on the next Board's agenda for approval. Again, thank you for your support.

Also the Provost's Office is working with all departments to finalize criteria to give Professional Achievement Awards (PAAs). This fall, as we do our program reviews, we are going to have external reviewers here from this point on to look at our programs and tell us what we are doing right and those areas where we need some improvement. Then we will create an action plan and come back and look at that the year after. In the next review cycle we want to make sure we have addressed all of those recommendations so that we will not have those show up in the next cycle report. This will help us in terms of better positioning ourselves. We want to make sure we have quality academic programs. In creating new academic programs, we also want to enhance the current academic programs that we have.

This fall we had our inaugural faculty assembly where we brought all faculty members together with over 700 in attendance. I did the State of the Academic Affairs Address as well as introduced our new faculty. We had a panel to address emergency preparedness in the classroom and also we had a keynote speaker from the University of Maryland, Baltimore County, to talk about teaching for inclusion.

Trustee Epperly commented on the Strategic Report. There are so many things in there that falls under your area, Provost Thomas. I look at the Institute for Environmental Studies and Lifespan Institute, the Business and Technology seminar in the Quad Cities, etc., in what you say enhance these specific programs and areas and you are responsible for that.

Provost Thomas commented I do not do it all by myself, of course. It is with the help of deans and chairs and everyone else.

Advancement and Public Services

Vice President Dan Hendricks thanked Chair Nelson. First of all, I would like to focus very briefly on our campaign for Higher Values in Higher Education and just give you an update. I have a notebook that shows that we have been working for the last several months on eleven case statements, each of which ranges from 12 to 22 pages or so. These present the essential institutional needs of each college and program unit and we have been working with Darcie Shinberger and Kristin Dunstan and with each college to prepare these case statements. We have the majority of them finished and those that are not finished are in draft. We create a brand look and I think you saw the summative case that was to be the template for those to follow. I will pass this around and when you have a free moment you can look at it. We will be finished with all of those before Thanksgiving.

Secondly, just for your information, this is an event that will probably unfold in 2010 but it is not too soon to begin talking about it. We will implement a faculty, staff and retired faculty campaign in which we will ask and invite them to consider a gift to the Campaign. In order to do that, we will begin constituting the planning taskforce directly in the next three to four weeks. I will have updates as that process unfolds.

As you know, this is the first year in which we have really dedicated substantial personnel resources to our corporate and foundation initiative. Dr. Goldfarb asked some time ago that we take a look at opportunities for funding from state and national foundations as well as corporations. I have deployed half-time one of our directors in the Foundation Office. They are identifying corporate and foundation prospects and also have worked with the Provost's Office to identify what Jack calls our signature programs. These are the priority programs that we want to throw a light on and then take to these corporate and foundation funders for underwriting. That initiative is moving well. We actually closed a couple of those last year. We have a goal of in excess of \$1,000,000.00 of new money this year. I think we are going to make that and then some. Becky Morrow is working on that particular initiative.

On the University Marketing front, again this year, Kristin Dunstan is going to be presenting in the Chicago area about 100 taxi tops and Bill you will probably have a chance to see those. They were quite effective and well received last year. We will also have something new - a digital billboard out near the O'Hare airport and we are going to feature some of our distinguished students as well as alums and we are delighted with that. Kristin is also working with Admissions to try to increase our diversion rate from application to admission. She is also working on an institutional marketing initiative with the Quad Cities and Dr. Rives.

On the alumni front, as you know this is the busiest weekend of the whole year. We are expecting once again a record crowd with beautiful weather. The Homecoming groups have increased to 22. We have a celebration of the 50 year - 1959 Lou Saban football team that was undefeated with scores of people coming back and really excited about that. Of course, we have the parade tomorrow.

On the RockeNetwork, we are now up to 2,562 persons who are registered. We continue to have numerous blogs that are being undertaken by both volunteers who come into that site and also our student interns. We also enjoyed a very successful first quarter in terms of special events, particularly in Chicago and the Quad Cities. The event at the Quad Cities raised a considerable amount of money for our Presidential Scholarship initiative. The Wrigleyville Roof Top baseball event was a sell out with 210 in attendance. Homecoming as I said begins this afternoon with a lot of activities and we are looking forward to that.

The financial markets have been quite troubled as you know and have had a significant impact on the Foundation. As Dr. Goldfarb suggested to you, we historically had a very conservative investment policy and we have near liquid assets in reserves that will enable us to pay out our endowed accounts certainly

through 2010. We are concerned about the situation because the endowment has lost significantly. I was telling Dr. Goldfarb earlier this morning our investment advisor suggested that in September our accounts declined by 8% and already in October that decline has been close to 14% - that's the bad news. The good news is that is considerably lower than the larger market environment in which losses have ranged from 40% and up. We have a diversified portfolio which used to be good news. The problem with this market is that there is no where to hide. Last summer, small caps were still doing well and they have now fallen away. Last summer, emerging markets and global equities were still very strong. Every asset class has fallen and so it has made it difficult to find value but we are marshalling on at this stage.

Trustee Epperly asked if we could get a "Little House on the Prairie". I see them all over and normally they are tip jars. It dawned on me that we have a lot of cash facilities on campus and I think with Starbucks it's a natural tendency to throw your change in those things. I think of Ronald McDonald and how many millions they take in a year just by people throwing their change in. If we did this around campus, I would have already contributed \$2 today. My thought would be is if we had a little replica of Sherman Hall and I think the Art Department could come up with the design at all of our cash facilities where somebody could just deposit change into it. One-half of it could go to scholarships and one-half to trees or campus aesthetics whatever. But I think over a year's period of time we would be surprised how much money might be generated. Vice President Hendricks stated the great thing about that is today our investment advisor said cash is king and the wonderful thing about the quarter is that it is worth 25 cents.

Vice President Johnson commented one thing that would make a difference in that most of our students don't use cash. Most of them use their cards, so that would eliminate a lot of students but other people at cash places would use the tip jars.

Trustee Antonides asked about the endowment and the actions taken by Foundation to minimize the impact of the financial crisis. Vice President Hendricks replied first of all, years ago we took the strategic action to make sure that we adhered to a very conservative policy of investment. What that meant was that we wanted a mere preponderance of assets invested in what are called fixed assets like bonds and treasury notes. These tend to be safest in good times. They don't pay as much and years ago we had an overwhelming preponderance in that category. The second strategic element we have implemented over time certainly since I have been here is the diversification of the portfolio. As I say until this summer, that was precisely what you wanted to do. If one asset class would fall or slip during a particular economic period, other asset classes tended to compensate by increasing so we begin to deploy even two years ago into more ambitious classes like emerging markets in the third world, global markets in Europe and also hedge funds and private equity. Hedge funds are also ways in which you can enhance the upside or the downside of these markets.

The fourth thing we have done is we have try to maintain, as the University does in Jackie's division, a certain measure - a substantial percentage of our assets in mere liquid vehicles like T-notes and you can redeem those tomorrow. Our day-to-day challenge is when the young people come in the fall and when they return to the campus in January, we want to make sure that we can pay our scholarship accounts. We are committed to that and have indicated to Dr. Goldfarb that because of our reserve assets we are going to be fine. We do not want to see this market continue too long. In effect though as with everyone else, it's rather unprecedented set of events recently. As you know, liquidity almost froze up three weeks ago and the government had to take very decisive action. First, they spring-loaded three or four different strategies to buy out the bad mortgages. Secondly, they infused several hundred billion dollars into the commercial credit market because C paper was not moving and businesses could not borrow money for overnight purposes to pay salaries, etc. The government has also coordinated with the E-7 and as well as some Asian governments to keep liquidity very high. Thirdly, of course, the federal rates are very low. Basically what we say to people in terms of fundraising is the things that make Western valuable to us

endure and when these troubled days are behind us at last, we will continue to have a university that is functioning to enlighten our young people.

Student Services

Vice President Garry Johnson commented that Beu Health Center received a three-year accreditation on ambulatory healthcare. They have a couple of different accreditations they have to go through because of our medical center. Last year, we had the reaccreditation of the alcohol and drug center so the reaccreditation here is also significant and something we are obviously very proud of and work very hard on. My congratulations to Mary Margaret Harris and all the folks in Beu Health Center. I often remind folks and students whenever I have the opportunity that they probably have available to them the best healthcare team within 100 miles of Macomb. We have fabulous physicians and nurse practitioners and all the folks that provide great service and take good care of our students. I am very pleased that they again were accredited and will continue to make our health center better all the time for our students.

Homecoming is this weekend and obviously fun - one of my favorite times on campus. Although, most times are my favorite times on campus. We have gone through Mom's Weekend and Family Weekend and I hope everyone understands the amount of work and effort that goes into putting these events on. Homecoming is very special in the sense that it is mostly done by students and they are the key to successful Homecoming celebrations. We have lots of first and second year students who are putting on an event for people who they do not even know - a huge amount of time is spent on making this weekend special for folks that they may never meet but are grateful for, and that is just one more reason why Western is such a special place. Tomorrow, we will have the longest homecoming parade in the free world. We will have a great weekend with lots of alums back who will pop out their chest and pat themselves on the back and remind each other what a great experience they had here. Hopefully, the students that are here today have a chance to listen to that because that is what Western Illinois University is all about. I hope you all enjoy the weekend.

Jackie and I have been working with Brad Bainter in terms of raising some money. Bill Brewer has been wonderful in terms of helping us come up with what I am passing around. Grote Hall was a significant building on our campus for many years and we actually renamed our new residence hall to commemorate that it had been here for so long since it was significant in the lives of lots of people. Jackie and I have been interested in putting up some sort of memorial to remind people where the first Grote Hall was so that history will not be lost. Brad Bainter in Advancement and Bill Brewer in Physical Plant have been helping to put something together that we can shop around to some of our alums who have great memories of Grote Hall so there will constantly be a reminder of what a significant role it played in the history of the institution. Vice President Thompson added when you are looking at that, just so you know, it is located pretty much where the portico of old Grote was. Vice President Johnson commented Chair Nelson and Trustee Epperly probably know that they have been booted off that portico many times on bad behavior, but I could be wrong on that.

I have had a number of folks ask me how Coach Patterson is doing. Coach P is doing very well. He will be at the game on Saturday and made the trip to North Dakota with us. I know he is getting better because on the sidelines he was yelling at the official and that is usually a pretty good sign that somebody is on track. He is doing well though - still recovering and actually went back for his five week checkup earlier this week.

Our football team is doing well, and but for 6 points we would be undefeated at this point in time. They had a huge win this past weekend in Fargo. First time, North Dakota State has been beaten in 15 games in their home dome so we are very pleased with that.

Everything remains great – staff is doing a fabulous job working on behalf of students. Life is good. Thank you for all of your support and enjoy the weekend! If you see our students, thank them for everything they do because they make all the difference in the world.

Vice President Johnson added I want to compliment Al Harris and KJ Johnson. If you have been down to the bookstore and seen the renovation of what was done this summer, it is really nice. It was done at a time when obviously we had to keep the bookstore in operation. My congratulations to them on being able to do that and provide the service that was necessary through the renovation.

Quad Cities, Planning and Technology

Vice President Joe Rives commented I have three comments about the Quad Cities. First, onward with space for Engineering--we put out a state lease for space and we were able to work with our Purchasing Office to restrict the area that we will be leasing around the City of Moline and/or in downtown Moline so we will be demonstrating our commitment to not only the cities of the region.

You will hear later today we are really excited that our head count enrollment was up 2% and fulltime enrollment on the Quad Cities campus was up 6.7%. More students are choosing us and more students are choosing to stay with us. We are really excited.

We have our Homecoming traditions as well. I think we had the world's longest trivial pursuit game earlier in the week. Andy Borst is here and will be talking to you later in terms of admission. Like on the Macomb campus and the Quad Cities campus, it is really our students who supplied activities.

Third, our key statement is up and being rooted in. We are really thankful to Vice President Hendricks' area in producing a really great document.

In the area of technology, you will be getting your Strategic Plan Update today when you get home. It will talk about how we have upgraded, or are in process of upgrading, twelve electronic classrooms. The person that has been instrumental in it is Doug Menke who also works on sound with Stan. Thank you, Doug, for your hard effort.

President Goldfarb added, I don't know if the Board has had a chance to see this week's Chronicle but there actually is an article about the problems around the country in terms of upgrading electronic classrooms. We are again trying to find ways of making sure we stay ahead. The Chronicle has a very interesting piece about universities having invested in these classrooms and having hard times finding ways of refurbishing. Vice President Rives added, Doug was a fulltime employee of one working on twelve rooms. We internally have reallocated and we are going to have an army of four people working on the classrooms so the 12 will get up to 35 and then we will be ready to go. You might remember there are 35 rooms targeted for now out of 142 electronic classrooms. We are also working with Student Services on bringing some of the electronic classrooms into the residence halls, and I believe Thompson Hall is our first working target.

The Union is a good reminder of the good stuff going on in technology. Again, with our partnership with Student Services, we bought a new CODEC two-way audio and new mics. If you get a chance go down to the Computer Store where students, faculty and staff can buy Dells and Apples at reduced educational rates. We are working on software acquisition and will be an Apple repair center soon. We have been open a month and we have sold \$70,000 worth of computing equipment. Jeremy, our new Apple Store Manager, comes to us by way of Maui, Hawaii, so when people say it is hard to recruit to Macomb, I don't believe it any more. If you can go to paradise and get somebody, that is pretty good. His claim to fame is he sold Oprah two computers this summer, so if good enough for Oprah – good enough for Western I guess.

In the area of planning, I will just wait until we do our Strategic Plan Update.

Trustee Epperly inquired about the dark fiber update. Vice President Rives noted that to get dark fiber we needed a second point of access and egress into Macomb and into the Quad Cities. That second point of access/egress has been installed in Morgan Hall that compliments what we have in Sherman Hall. The pathway itself has been identified. Remember we were stuck in Reynolds for awhile and then we got to the bridge. Then we crossed the bridge and we are now at the Riverfront Campus and we got it outlined to 60th Street. We are going to be talking to Black Hawk next week and see if they want to get on which will get redundancy between the Quad Cities campus, Black Hawk and if the Macomb campus wants to join in. Half way is there - installation to access/egress is there. I am working with telephone companies to finalize and then it will be a question of funding and admission.

Administrative Services

Vice President Jackie Thompson commented that she is pleased to let the Board know that the pay for exceptional performance has been approved by the Civil Services Employee Council and also by the Council of Administrative Personnel. Pam Bowman and Andrea Henderson in Human Resources along with a lot of other folks have spent a lot of time on this process. They are developing the training which is going to be mandatory for all employees and supervisors. We would anticipate that we would be kicking this off in April when people would start actually beginning the process of pay for exceptional performance for FY2010 with implementation in July.

I also would like to pay a special compliment to the landscape maintenance crew. They took on a special project this year and that was Lake Ruth. Lake Ruth is the landmark on campus and the door to campus. For two years, we bid out and the bids were coming in just beyond what we felt we could spend. They literally saved the institution \$80,000 by taking this project on this summer and it was a challenge. It is tough enough to try to figure out how to get a backhoe in and get all the dirt out. Thank you to the Ag Department for letting us put that sludge some place. But then it kept raining. They would get all the water out and come back and it would be full again. They got it done and it just looks wonderful right now. Part of We Care activities was around Lake Ruth. We have some mulch and planted 7 trees and 12 shrubs around Lake Ruth itself. It just looks wonderful. I hope you do go see it. We also teamed up with Biology Professor, Dr. Spier. He and his classes are helping us make sure we stock the lake right and he is monitoring the lake for us. We try to take care of some of the algae problems that have been a challenge, so this has become not only a Physical Plant and Administrative Services project, but also an academic project. I certainly thank Jack and Inessa and the Biology Department for helping us with this.

We Care was also this last week. Again, it is one of the events I find most enjoyable in my career here at Western. We planted 15,000 bulbs, 700 mums and spread a semi-load of mulch. We had the women's and men's golf teams, the baseball team, softball team and 17 cadets from ROTC as well as a lot of our employees who came out and worked really hard. You will see right now all the beautiful mums and next spring you will see all these bulbs coming up along University Drive. The golf team put 6,000 bulbs just in the entrance way. I challenged them to beat the baseball team since there are so many more of them. I bet they put 7,000 bulbs out yesterday. I just thank everybody for their participation and effort. It is just so much fun to do.

I also want to talk just a little bit about risk management. We continue to address as many risks as we possibly can on campus. Dana Biernbaum, who has a whole other set of duties as Assistance Vice President, has taken this on. Since the last meeting, we have added the enunciation system to what we call the blue lights, so that we can also publicly announce to anybody who is outside if there is some type of event going on campus like a tornado. We have also purchased our second Shots Fired, the first one was in offices and the second video really is for the classroom. Shots Fired When Lightning Strikes on

Campus is going to be up on the website so our faculty, staff and students can visit both of these videos and kind of get an idea what you do when you are in a shots fired emergency situation. We continue with evacuation plans for all campus buildings. I think they are pretty much done for the residence halls and academic buildings have one building left to do. Dana and two students have done a tremendous amount of work in the emergency management program this summer.

Finally, I would like to say that we have a Health and Wellness program going right now and a committee we formed. Even though this year is the theme, we plan to keep that theme going after this. We will have programs slated for the spring and years after that.

Student Government Association President Dulski asked what the plan was to let students know about the Shots Fired video. Dana Biernbaum answered the video is on our website and we will be sending out telestars to students.

Trustee Epperly asked for an update on AIG. Vice President Thompson replied we do have several insurance policies with AIG. It is not just Western that has these policies – it is all the public higher institutions in Illinois. We go through a broker, AG Gallagher, and then they bid out for our coverage. They have been working very closely with all the higher institutions, as well as with AIG. Dana Biernbaum added we have our general liability and our property insurance with AIG group. AG Gallagher, who is our broker, arranged for a conference call with AIG. They assure us that when you distinguish between the AIG parent company and the AIG commercial insurance operations, the commercial insurance operations are financially secure and heavily regulated. They are required to keep a certain amount of surplus on hand to meet their obligations. Their surplus has greatly increased over the past two years – they have \$47 billion in surplus sitting there waiting to pay claims that may occur. We are confident and our broker has given us no reason to believe that we would have to leave Lexington for anything. There are fifteen other entities in addition to Lexington that comprises the AIG commercial insurance group, and they are financially stable. Vice President Thompson added AG Gallagher has been working very closely to see if should we make a decision to leave AIG or Lexington, there are other carriers out there who are already interested in our business. The good thing is that higher ed today has been a very good risk for insurance companies.

Trustee Epperly asked about trees. Vice President Thompson responded this has been a very challenging year for our landscape maintenance department. We had two flat winds that went through campus that destroyed several trees and then we took on Lake Ruth on the heels of some of that and then the We Care landscaping activities. I hope that they are back to where we can start doing some tree planting activities. We have also contracted through a GIS system so that we can see when we plant a tree – how that tree will look in 10-20 years, so that we don't put too many trees together or have them going into a building. Ted Renner is working on that project.

STRATEGIC PLAN UPDATE

Vice President for Quad Cities, Planning and Technology Joe Rives stated we have new Strategic Plan booklets that came off the press last night. Many thanks to DPS and University Relations for getting them ready in time for the Board meeting so you can have new books now. Chair Nelson added that the books are being passed out by the newlywed, Paula Rhodes.

In terms of the Strategic Plan Update, remember for the next two years that we will be talking Strategic Plan Update and accreditation as our strategic planning process should be guiding accreditation. I am going to jump to accreditation first and then go back to Strategic Plan Update. In terms of accreditation, we did receive verbal approval from the North Central Association to do the --- accrediting West Virginia State University, and I was picked to be on that team because they have branch campuses much like the

Quad Cities. I will be going there and I will actually be going to Orlando, Florida because they are looking at construction of a new campus.

I am pleased to tell you that in December I will be announced as one of twelve members nationally to be selected to a national think tank on the commission to revamp accreditation standards and processes. It is quite an honor. There will be key figures from the commission and I am really humbled to serve on that as only twelve people were invited to serve.

Back to the Strategic Plan, the information was compiled by areas reporting to the President as well as each of the Vice Presidential areas. Our goal has been to advance our strategic plan from our ad hoc team when we started to infuse in current structures and processes. When you look at the report, 94% of action items have actions moving forward in the academic years ahead.

Trustee Ehlert commented we have not had a chance to look at this document. It probably reflects a lot of what you sent us in preparation for the meeting. All of the trustees, me included, have been very supportive of the Strategic Plan that got underway when Dr. Goldfarb came to campus and we started out with an excellent plan. This new implementation plan seems to go a step further in being very specific about the goals and the layout was easy for us to get a track on the main items that the University is working on. It's well done and I personally support it and appreciate the format. Vice President Rives replied thank you and like Jack, I don't work alone - many people on this one. That is actually the way we laid out the plan and approved it with values and strategies and it is why I was asked to be on the think tank. We are one of the few institutions that actually say--here are our values and this is how we are going to accomplish our values.

Trustee Epperly commented on your Strategic Plan Report on page 33, you mentioned the College of Business and Technology will support an alumni mentor program. Hopefully, you will consider on the volunteer basis the Board members. Vice President Rives replied certainly - we would be glad to have you. Schuyler Meixner added I would be happy to comment on that. The College of Business did go ahead and pilot that last fall and spring and looking at Amy Spelman to follow through on that and implement that campus wide. It is something you will see in the coming months. Trustee Epperly stated keep that in mind for hopefully myself. Vice President Hendricks added that is one of four strategic aims in the Strategic Plan for the Alumni association and that is to engage alums and friends in mentoring activities of all sort. Vice President Rives commented I think it would be great – not to speak for our SGA President at Quad Cities campus, but I am going to. She had a meeting with Andy Borst, our Director of Academic and Student Services and myself right when she came on board. She said the SGA President is a very daunting task and how do you prioritize and what does it mean and the magnitude of the position really hit her. I think it would be really great for us on the Quad Cities campus as well as Macomb to have leaders of leaders help the future generation.

SGA President Dulski stated that the Strategic Plan from a student perspective –most students at Western are probably going to look at this and will not thoroughly understand what the plan is. This is a great tool for everyone here and helps out a lot because Trustee Antonides came to SGA and proposed that SGA writes up a strategic plan for Student Government. Student Government is the voice of the student body and I know the Strategic Plan covers Western to be a leader economically, a lot of opportunity and affordability and really helps out with constructing a Student Government strategic plan to work on this year. First of all, thank you - Trustee Antonides for coming to SGA and presenting that and thank you Dr. Rives. This is a lot more appealing than a text document that is attached to e-mails. This is phenomenal itself – we really appreciate it. Vice President Rives replied thank you and thank you to SGA for endorsing the document prior to coming to the Board. With Blake's help, we worked on a really good message to simplify the Strategic Plan. It is all about providing access to an excellent education at an affordable rate. When we talked to SGA about was how we intend to make your degree mean even

more. President Dulski commented students last year were not able to clearly speak about the Strategic Plan but this will be a good resource tool.

ADVISORY GROUP REPORTS

Consent Agenda: Civil Service Employees Council, Council of Administrative Personnel, Faculty Senate, and Student Government Association:

The constituency groups commend the University for the rapid Implementation of the updated strategic plan: Higher Values in Higher Education 2008-2011. We are enthusiastic about the 129 priorities as outlined in the report and congratulate Joe Rives and his team on substantiating the implementation at the impressive rate of 94%.

We support the initiative for the formalized development of the Western Illinois University 403(b) plan. We understand the necessity of this process as a means of compliance with federal legislation. We are reassured that this initiative does not imply the direct investment of tax deferred earnings by Western Illinois University. We understand that this process will not impede an employee's option to invest in 403(b) vehicles via approved vendors.

We applaud the University's leadership for their continued priorities for support of faculty/staff salaries and deferred maintenance via the FY2010 Appropriated Operating Budget. In addition, we support the program priorities of the request for the Bachelor of Science in Nursing and the Bachelor of Science in Engineering programs.

The requests for funding of permanent improvements and campus infrastructure enhancements are also commendable. We continue to support the University's persistence for state capital funding of the Performing Arts Center and the Quad Cities River Front Campus.

Our constituencies value the inherent importance of equal opportunity benefits. Therefore, we support the resolution for amendment of the sick and vacation benefits for coaches in intercollegiate athletics.

Student Government Association President – Robert Dulski

President Dulski thanked Chair Nelson and briefed the Board on the following:

Best Seat in the House

- SGA's Student Services Director David Melie (Freshmen) put together a survey to initially evaluate focus points that SGA can work on throughout the year
- Students that filled out the survey were eligible to win a "Best Seat in the House" at the football game vs. Stephen F. Austin on September 20th
- A student was selected to sit in the outside of the end zone for the football game, enjoy free Domino's pizza, Coke products, and Rocky water
- SGA used results from survey to concentrate on areas of improvement

Registration to vote – Presidential Election 2008

- Erika Lowe, Vice President of SGA, helped lead a group of members of SGA and members of NAACP to register students and faculty to vote
- Over 600 applications were turned in before the October 7th deadline

Letter to Macomb Journal

- SGA and members of CQCL composed a letter to The Macomb Journal editor that expressed WIU student's disgust towards an article headline that inappropriately tagged WIU Student's with "Filling the Macomb Jail"

Student/Tenant – Landlord Evaluation Survey

- Student Tenant Union has comprised a survey that will be distributed to students to evaluate their current and past landlords
- This survey will be used as an enhancement tool for better educated decisions when students decide where they want to make a \$3,500-\$4,200 investment to live here in Macomb
- Also improves the quality of living in Macomb as landlords are now going to have to more than ever compete amongst themselves for the best student tenants
- This survey will be presented this year at the IBHE-SAC meeting to be shared with amongst other state schools to improve student welfare

Strategic Plan

- SGA feels it necessary to have a constant guidance tool in leading the organization in the right direction, as WIU has a reference in the strategic plan
- SGA will be constructing and adopting a strategic plan within the legislative session SGA Constitution
- This year more than ever, there have been discrepancies in the SGA Constitution
- SGA will be re-evaluating the Constitution and making appropriate changes so the organization can properly be the voice of the students

Taste of Macomb

- Plan on the Taste to be sometime in April again, bigger and better than last year
- SGA's Student Services committee already working hard on this but this year's committee having an advantage of working all year unlike last year's (but last year was still a great success)

Future Events to look forward to:

- Lobby Days
- Student Fee's Committee Reports
- New Student election rules for executive positions within SGA

In February, we are looking to have a joint SGA statewide. The University of Illinois-Chicago is putting on this February 22nd. It's a good opportunity to branch out to other student governments and find out what they are doing. Like Dr. Johnson said, Homecoming and other events are happening and student support is just phenomenal at these events. Last night, I had to leave early because I have class this weekend and I needed to study so I could not stay for the whole event but it was great how many students were there. Students have really stepped up to the plate here at Homecoming Week.

Trustee Antonides, Dr. Goldfarb, and I hosted a student reception at Dr. Goldfarb's house with members of faculty and staff here at Western. It was a great event and organizations and captains of sports teams and student leaders got together just to socialize and mingle. Thank you, Dr. Goldfarb, for letting me host an event at your house. President Goldfarb replied any time.

President Dulski commented I don't mean to beat a dead horse but with the MTV Busted issue – there are discrepancies about how the City of Macomb dealt with things and how the University handled it. All I want to indicate to the Board that Dr. Johnson and Dr. Goldfarb were huge advocates of the students and spoke from the heart about how students are going to be misrepresented. I am always going to remember

how their job aside – it didn't matter because they spoke for the students first. I just can't stop talking about it – this is probably the third or fourth time they heard it and probably getting sick of it. Truly, you did speak for the students in trying to let them know that students do good things and just because a national TV company comes in and tries to exploit students was phenomenal. Thank you once again. I want to let you guys know they speak up here in the community for us too and it is really heartwarming. In response to that, I believe Dr. Johnson's office is putting a press release out, but another idea that came in is a video release that we could send out the same time MTV exploits these images.

Last but not least, the Election Party the night of election held four years ago and they expect about 150-200 people. More faculty people came this year and we are expecting 500 and hopefully more will come. It is Tuesday night - a late night program idea to let students know there are alternatives out there rather than just going out downtown to the square and just doing useful things with the community and the University.

Chair Nelson added one of our goals is social responsibility on behalf of the students. I guess my thought is if you can convey to a minority of students that when it comes time to apply for employment, there are going to be questions on the job interview about their past criminal record, whether it's a misdemeanor or whatever. Employers more and more are looking at those types of things when choosing employees – they should be forewarned that the activity may cause them not to be able to obtain employment by a particular employer. President Dulski stated I work for the University attorney in Student Legal Services office and even if students were convicted of a crime, their arrest records still holds in the Courthouse and that comes back to haunt them. I see that with education majors especially. Vice President Johnson responded we do actually talk about that during orientation for future students and remind them participating in those sorts of things – once you have done it you can't take it back. Many of their parents are not aware. Trustee Antonides stated one of the things we are trying to work on in the SGA Strategic Plan is ways to identify addressing student behavior and encourage social responsibility on behalf of the students.

Civil Service Employees Council – Carla Farniok, Secretary

Secretary Farniok briefed the Board as President Lavin was absent. I would like to express my appreciation for the opportunity to report on the current activities of the Civil Service Employees Council to the Board of Trustees.

All of the CSEC committees have been very busy this past Summer.

Salary Committee: After many long hours of meetings this summer, the Salary Committee approved the Pay for Performance. This would not have been possible without the help of Jackie Thompson, Pam Bowman, and Andrea Henderson. CSEC thanks them for their on-going support and guidance they lend so willingly to the Council.

Social Events Committee: Held a Spring Luncheon in May, it raised over \$1,720 for our Scholarship Fund. The committee is hard at work planning the Winter Luncheon which will be held in December.

Golf Committee: The Second Annual Golf Outing was held June 28, 2008, at Gold Hills Golf Course in Macomb. It was a huge success raising \$960 for our Scholarship Fund. We are looking at possibly having one in the Quad Cities next year also.

Blood Drive Committee: Held a two day blood drive on August 26 & 27, 2008, in the Heritage room at the University Union, collecting 119 units for the Red Cross. We are very proud of this accomplishment.

Employee of Month Committee: Selected 3 new employees

July: Warren Abbot, Building Service Worker at DPS
August: Christine Juneman, Routing Supervisor at Physical Plant
September: Fred Adair, Grounds Foreman at Physical Plant

Scholarship Committee: Award five-\$1000 Scholarship for the Fall Semester. They also awarded five-\$100 book awards for the summer and fall semesters for Civil Service Employees.

Homecoming Committee was planning on walking in the Homecoming Parade, but I learned right before the meeting we are not going to be able to do that.

This summer we all know was a very trying time for people living along the Mississippi River, including many from our University family. After several inquiries on how could we help, the Council came up with the idea of Paw Pails -- named in honor of Western's Rocky mascot. The Council then started a fund drive. In two weeks we received donations of \$1,736.00 from current employees and retirees. We also received donations for citizens of Macomb. With the help of Wal-Mart this enabled us to buy cleaning supplies to fill 46 five-gallon buckets. We are very proud of this accomplishment.

Faculty Senate Chair – Dennis DeVolder

The Faculty Senate heard and approved annual reports from its Councils and Committees. Chair Dennis DeVolder stated we have had a couple of lively and productive discussions at Faculty Senate. One originated with the change to the security access warning message that appears when people log onto University machines. We had excellent presentation and discussion on security of information, technology in general by Bruce Biagini, University Legal Counsel, and Michael Rodriguez, Chief Technology Security Officer. I think it raised the awareness of the faculty to the reality of the situation and made us more aware of issues from the tech side. The Senate voted to place four representatives on the Information Security Steering Committee to participate in policy creation.

Another excellent discussion occurred about the enforced prerequisite mechanism and got an idea of how that is working out for various departments and also gathered ideas for possible modifications of that in the future. Alan DeRoos, Registrar, and Candace McLaughlin, Director of the University Advising Center, addressed the Senate regarding the recent implementation of enforced course prerequisites. Departments may opt for the enforcement of prerequisites on specified courses, and unqualified students are automatically dropped from those rosters just prior to the beginning of the semester. Senators wondered whether this was the best time or the only time for enforcement that made sense. Mr. DeRoos and Ms. McLaughlin described technical and practical challenges with making the enforcement occur at the time that the student registers for the course.

The Faculty Senate determined the manner by which faculty would be elected to serve on the College of Education and Human Services Dean Search Committee. The method is appropriate for any college, regardless of size or number of departments, and is sufficiently robust that the Senate might use this method for the formation of search committees in the future. We placed six faculty members on the Dean Search Committee for College of Education and Human Services and hope that we came up with a reusable process for future search committees. Faculty Senator Katrina Daytner did an outstanding job of carrying out a two-level election process in a timely fashion so that we could get that committee together and underway.

Joan Maze, Assistant Director of Student Activities, presented information on the Learning to Lead program to the Senate.

The Senate approved admission requirements for the combined Nursing degree, and also approved the creation of the School of Nursing.

Members were elected to the Committee on Provost and Presidential Performance and their work is underway.

Finally, the Faculty Senate approved a bylaws amendment which formally established the Council for Instructional Technology. The Council will make recommendations pertaining to instructional technology policy and procedure; facilitate communication between faculty, administration, and University technology units; serve as consultants to faculty and Faculty Senate; and oversee the Online Course Information Database. We are very excited about the opportunities in the near future for that Council.

Council of Administrative Personnel President – Schuyler Meixner

President Meixner thanked the Board. My report is in the packet and I won't read it to you.

I do want to publicly acknowledge Vice President Thompson and Pam Bowman for their work on the Pay for Exceptional Performance. It is something that was also approved through the Council for Administrative Personnel, and we are looking forward to that initiative going in the fall.

In addition, one of the things under my presidency we would like to do for COAP and working with Lisa Melz and Jennifer Tibbitts, who are Secretary and Vice President, and the other board members, as they are listed in your packet, we really want to increase the benefits of membership. Those individuals who are administrative personnel at the University and one of the things we want to do is the COAP Professional Development Grant, as a fundraising initiative. It will enable the Council to award travel and/or registration fees for conference participation by COAP members. This program is designed with inherent benefits to the COAP membership, while also raising awareness about COAP as a constituent group. You will see additional information about that at the next meeting. As we continue to encourage and increase the opportunities for professional development for our administrators on campus.

The Council for Administrative Personnel gratefully acknowledges Ruth Bloom, Julie DeWees, and Bob Fitzgerald for their service to the COAP Executive Board. The 2008-2009 Executive Board is seated as follows:

President: Schuyler L. Meixner
Vice President: Jennifer Lynn Tibbitts
Secretary/Treasurer: Lisa A Melz
Past President: Amy Ellen Spelman
Division Representative Academic Affairs: Christina K. Ramsey
Division Representative President's Office: Matthew D. Clark
Division Representative Administrative Services: Pamela L. Bowman
Division Representative Student Services: Joan Elizabeth Maze
Division Representative Advancement & Public Services: Kristin M Dunstan
Quad Cities Representative: Gary Rowe
Executive Liaison: Jacqueline Thompson

President Goldfarb spoke to the full membership at the annual fall meeting. We are very appreciative of the time he shares to address the group each year. In addition, we would like to express our gratitude to the University for allowing COAP's continued input on so many different University issues.

This summer, we were honored to participate in the "Paw Pails" campaign, an outreach for support of flood victims, developed by the Civil Service Employees Council. This initiative supported COAP's efforts to increase membership awareness.

FINANCE COMMITTEE REPORT

Trustee Ehlert noted we have eight information items and will follow those with five items requiring vote.

Purchases of \$100,000-\$500,000 Receiving Presidential Approval

Vice President Thompson stated there are several items on this list and many of them are orders that will be used the entire fiscal year. I would certainly be willing to answer any questions about any of the items on this list.

Chair Nelson asked about the Seventh Son Termite & Pest for \$245,000 if it was for every building and an annual contract. Vice President Thompson replied, yes, and think in terms of every floor in every building and the number of residence halls we have. Student Services have a pretty progressive program in the residence halls and it takes a lot of money to run.

Budget and Financial Data for Period Ended June 30, 2008

Vice President Thompson commented that Julie and I were talking about this item out in the lobby. We have almost 2008 behind us and are not thinking about it anymore because it is over. Budget Director DeWees stated our revenue exceeded estimates by about \$1 million and our expenditures were a little less than we predicted, so we were able to carry more money forward to be used in FY2009 or FY2010 or any unforeseen circumstances.

SGA President Dulski asked with revenue up and expenditures down, where does the money go? Director DeWees replied we can use it for FY2009 or we can transfer money into the equipment reserve and use it for instructional expenditures only.

Report on Investment Activities

Vice President Thompson stated Ron Ward is joining me and he also has been under the weather this week. I think he is glad he is reporting on the investment period ended June 30th instead of the one for now.

Director Ward commented, first of all since it is Homecoming, I want to congratulate the Board on the Nursing program. My wife and I are both WIU alums, as well as my two older daughters, but my youngest daughter did spend three years here and then had to finish out her degree in Nursing at the U of I. Now you have that program in place, and she has looked at it and said it looks like a good program – it looks a lot like what we were doing over at U of I.

On the investment report, it is easy to be pessimistic this time. Wall Street is just in a mess right now. Our benchmark rate of return is really reflecting that as of the end of June, and the end of September is going to look a lot worse, but the benchmark is 1.65% at the end of this report. We are earning 1.73% and are beating the benchmark but it has gone down a lot. Comparing quarters to 2007 and 2006 is 4.8% and 4.7%, you know it is really serious business. Going on into the fiscal year to date, we are holding up pretty good compared to what is going on. Looking at the August report, we are about 2.5% and that is just reflective of what is going on. We are in a dangerous period right now because I look back on that benchmark clear back to 1934. In the history of the United States Treasury, it has never gone under 1% and not been in that since then. We do have investment policies in place and I don't know if you all have looked at them in detail. I know I come in here every time and throw down this quarterly report and go over it real quick and there are not a lot of questions. But trust me – we agonize over this in the back room all the time. The thing that guides us most is the investment policies and basically it is three things – safety, liquidity and rate of return. The country has to get out of this under 1% benchmark. If we stay in this under 1% thing, this is going to be nasty. You have to look at the positives too. This thing has gone down under 1% on the benchmark. Over in Europe, the rate is at 4% so what does that tell you. We are

always criticizing the country here for having the Chinese make these investments in Japanese holding all the bonds. When everybody gets scared, whose money do they run to and that is what it is showing. They are coming to our money and they are driving prices up and the rates down, and they are driving their prices down and rates up.

Listing of Approved Depositories

Director Ron Ward briefed the Board and Vice President Thompson added one thing we can always come to the Board and add new depositories if we feel that we need to.

Deposit and Investment of Nonappropriated Funds

Director Ron Ward stated this is the detail to tie into your fiscal year to date numbers in this middle section of that quarterly report.

Report on Income Producing Grants and Contracts for the Fourth Quarter

Director Beth Seaton commented I really don't have anything to report, but will be happy to answer any questions. This is the year end report so it shows you that for the year end FY08, our total awards was \$12,447,000. We had 146 sponsored projects awarded to the institution last year. It is about level from the previous year.

Vice President Thompson added we tried to do comparisons as you requested so you can see for all grants and contracts as opposed to the ones that are over \$50,000.

Director Seaton stated the majority of our money comes in a few large awards but we have considerable number of small awards under \$50,000 that go into that total also.

FY 2009 Departmental Budget Recommendations

Budget Director Julie DeWees commented just a couple things I want to point out on this report. On page 91, you see our FY2009 priorities – it is the most important information. Our budget increase from FY2008 to FY2009 is only \$3.6 million. You will notice our #1 priority is faculty and staff salaries at \$3.8 million, so we have had to reallocate money to pay for the salary increases and we also have these other priorities and that money is held separately by the University in a simple fund in reserve. We hold the money until we know for sure if our income is going to meet what our budget has been projected at.

Report on Contributions

Vice President Dan Hendricks stated beginning on page 102 – I wanted to first just make reference to the year ending June 30, and as Dr. Goldfarb indicated we raised a record amount of \$8.7 million. The surge in giving was across the board. I think as we recorded in a couple of articles that were released locally that included records in both planned and deferred gifts, major gifts, annual fund and even our parents funds surged from \$11,000 to something in excess of \$50,000. We had a very good year and that total represents the total amount of money raised from 14,500 alums. Each one of those is its own story of generosity. The generosity this year from our alumni and friends were quite exceptional.

If you will turn page 104, that will also give you an update the \$133,000 that was raised in the past fiscal year for the Presidential Scholarship fund and you will see how that increased significantly. It was also expressive of an enormous generosity of our donors toward the Presidential Scholarship initiative.

Page 105 is the total for annual fund. The next page is the total for phonathon and our young people working last year again set a record raising nearly \$500,000 just from telephone conversations.

Page 107 – we wanted to show the relative strength of gift and pledge giving in each of those years. It indicates again that in 2008 we surged to a new record and exceed our goal by \$2,000,000.

Page 111 – I would like to give you an update of gifts and pledges. The new total is actually \$6,085,195 and the goal for this entire fiscal year is \$7,500,000. Things are going quite well and it is a result of a couple large bequests that we received. I will also report that the annual fund is going quite well. I asked Tim Hallinan, the Director of the Annual fund, what some of the alums were saying to him when they called by phone. For the most part, people are not talking about the economic crisis. The reason why the annual fund is not yet impacted by these negative circumstances that we are facing today is for the most part, people make those gifts out of their salaries. If this is economic downturn is prolonged and employment increases as perhaps it will, then it could have a negative impact.

If you will turn to page 112, that simply summarizes the activity by contact and the other reports are relatively self-explanatory. I also did some research along with Ron and in the last four years, philanthropic giving has actually declined only once. You could imagine the year it declined was 1987 when we had that catastrophic plunge in the stock market in October. We actually decreased from the previous year 1% and that is the good news. In every other year 39 years, national philanthropic support actually increased in every year. I suspect if you were going to bet on this year, we will probably see a slight decline but we have to make distinction a between national decline in all philanthropic support in higher education. For example, if there was another catastrophic natural event, it might actually pull in many additional philanthropic dollars. I suspect it is going to be tougher this year. We are trying to lengthen pledges as people make them. We anticipate that we will have fewer gifts being made with stock since stock is not going to be appreciated this year, so there will be no tax sheltering advantage to making it. We are basically staying on message and it appears to be working.

Trustee Antonides asked what year the campaign began. Vice President Hendricks replied in 2005 and we are just shy of 1/3 of our goal. We will be approaching 1/2 of the goal at the end of this year.

Resolution No. 08.10/1: Purchases of \$500,000 or More

Vice President Jackie Thompson commented we have two items and I did inform the Board earlier what they would be in detail. It is for the fire sprinkler system in Tanner Hall and for our coal for the entire fiscal year.

Trustee Epperly moved to pass Resolution 08.10/1 Purchases of \$500,000 or More. Trustee Nelson seconded the motion.

Roll Call

Trustee Antonides	Yes
Trustee Ehlert	Yes
Trustee Epperly	Yes
Trustee Griffin	Yes
Trustee Nelson	Yes

Motion carried.

Resolution:

WHEREAS Western Illinois University has a need to install fire sprinkler systems in Tanner residence hall; and,

WHEREAS Western Illinois University has a need to purchase coal; and,

WHEREAS the above mentioned projects have been administered in accordance with the Illinois Procurement Code and all other pertinent statutes and rules:

THEREFORE be it resolved that the Board of Trustees approves the contracting for the installation of a sprinkler system and the purchase of coal from the selected firms presented.

Sprinkler Systems

ITEM DESCRIPTION: The installation of sprinklers in Tanner residence hall and modification of sprinkler piping in the elevator lobbies on residential floors in Bayliss and Henninger residence halls. Fire sprinkler systems are required to be installed in the residence halls by 2013. The project includes the installation of an automatic fire sprinkler system throughout the hall which will comply with the NFPA 13 Standards. Protection will be provided in students' rooms, offices, hallways, common areas, mechanical areas, and storage rooms. The new fire sprinkler system will be integrated with the existing addressable fire alarm equipment to create a state of the art fire protection system for the complex.

COST: \$871,090.00
60,000.00 contingency
 \$931,090.00

RECOMMENDED VENDOR: General Leander Construction; Canton, IL
 Electrical Roy Keith Electric Co.; Trivoli, IL
 Plumbing Warner Plumbing, Inc.; East Peoria, IL
 Sprinkler Fitter McDaniel Fire Systems; Champaign, IL

FUND SOURCE: Local

SUMMARY OF BIDS:

General Contractor		
Leander Construction co.; Canton, IL		\$101,000.00
Housewright Contracting; LaHarpe, IL		\$158,599.00
Trotter General Contracting; Macomb, IL		\$163,811.00
Electrical Contractor		
Roy Keith Electric Co.; Trivoli, IL	\$ 76,550.00	
Foster-Jacob, Inc.; Peoria, IL	\$ 79,830.00	
Quick Electrical Contractors; Fairview, IL	\$ 82,800.00	
Sprinkler Fitter Contractor		
McDaniel Fire Systems; Champaign, IL		\$649,565.00
Automatic Fire Sprinkler; Bloomington, IL		\$678,600.00
Continental Fire Sprinkler Co.; Davenport, IA		\$689,130.00
Plumbing Contractor		
Warner Plumbing, Inc.; East Peoria, IL	\$ 43,975.00	
Johnson Contracting Co., Inc.; E. Moline, IL	\$ 48,886.00	

Two companies did not bid and three companies did not reply.

Coal

ITEM DESCRIPTION: For the purchase of approximately 16,600 tons of Illinois coal per year for each fiscal year of the contract. The award is for the period of award through June 30, 2010.

COST: \$2.107 million BTU FY09
\$2.170 million BTU FY10
\$650,000 annually, estimated

RECOMMENDED VENDOR: ICG Illinois, LLC; Williamsville, IL

FUND SOURCE: Appropriated and Local

SUMMARY OF BIDS:

ICG of Illinois; Williamsville, IL \$2.044 million BTU
One company did not bid; and three companies did not respond.

Resolution No. 08.10/2: Approval of WIU 403(b) Plan

Vice President Jackie Thompson commented Bill Rupert is our Benefits Manager and we are required to have a new 403(b) Plan in place that is approved by the Board. Bill and Pam Bowman worked very close with Attorney Bruce Biagini so that we would have an appropriate plan. Attorney Biagini stated the law required that we would have a plan in place by January 1, 2009. This is a 403(b) Plan and a voluntary plan for employees to invest money in a somewhat self-directed plan. I guess April was the first time I really ever met Bill Rupert, and we have become very well acquainted with each other. We basically started with the framework and worked with the University of Illinois. Obviously, Pam has been involved all along. There will be a lot more that happens with the plan after the first of the year with implementation. We all in Illinois are fortunate that we have a legal counsel that represents all the state institutions, and I am one of the original members. We meet every month all 11 of us, sometimes 15 of us, and we discussed this plan. Early on in the discussion, I was not an expert by any standard in 403(b) and I knew I was not. This is a very technical area, so I talked to Jackie and Pam, University of Illinois and SIU. University of Illinois recommended the law firm that had reviewed their plan called Ice Miller in Indianapolis. They are basically the gurus in the nation on 403(b) plans. We contacted them and subsequently retained Ice Miller. The attorney they assigned to us was the attorney that for ten years was in charge of regulation of these plans which does not happen very often from public sector to private sector. What they basically have done is walked us through the plan and modified the plan to accommodate concerns of our members because the benefits committee tells them what they want in the plan for parameters allowed. Ice Miller puts their blessing on it. In addition, they will annually or more often, if necessary, monitor the plan because federal regulations are changing all the time. They would advise us what we can do to keep the plan as we go forward from this date. We use the general counsel's office in Champaign to have our meetings with them because it was half the distance from Indianapolis and at their hourly rate it was a lot cheaper for everyone to drive. Bill is our guru in this area and he has worked extremely hard. He is well qualified and understands this process very well. We are very fortunate to have him and I did not know he existed up on the third floor of Sherman Hall until earlier this year.

Bill Rupert stated on July 26, 2007, the Internal Revenue Service published the final 403(b) regulations and they were proposed in December of 2004, primarily due to a concern about the lack of control being

exerted over these types of retirement accounts. Earliest applicability date of new provisions is January 1, 2009. Later applicability dates may happen such as churches, collectively bargaining plans and governmental entities, but we worked to try to get ahead of the term. New regulations clearly place responsibility for compliance with the new regulations and control the plan activities on the shoulders of the plan sponsor, which in this case is the University. There are four important provisions that are put forth and have to be addressed by the final regulations. One is the plan document and that is what you have before you for consideration. Prohibition of 9024 transfers was also put in place by new regulations. Employees had been notified of the restrictions for transfers and funds to unapproved plans which might have negative tax consequences for those employees and their monies. Issue transfers are addressed on pages 15 and 16 of the existing proposed plan document. There was no plan document before and also no provision for termination of the plan. That has been included on page 21 of the plan document so that option is available to the University if it wishes to exercise it. The final issue of importance is based on regulations is the issue of universal availability and is addressed in the eligibility section on page 5. Probably the most important thing is that we are now going to have to make the 403(b) option available certain groups of student employees. We will be working with student employment to arrange that process so they are aware of what they have available to them if they choose to use it.

The 403(b) plan obviously is a voluntary program. The University Benefits Committee provided recommendations regarding the inclusion of hardship criteria and the related distributions which were discretionary as well as long provisions which were included in the plan and the Benefits Committee recommended that we use the more general criteria for hardship distribution, as well as offer loans if the funding devices made those loans available to the employee and those are written into the plan. Currently, we have three responses to an RFT or a third party administrator. Those are being reviewed and the Benefits Committee is going to participate in the selection of the third party administrator which will come in and actually carry out a lot of the recordkeeping and other duties required by the regulations to maintain compliance. We worked with Ice Miller to create a service agreement which is being finalized now. That service agreement along with the approved plan document will be submitted to vendors to see if the active vendors want to continue to participate. There may be a reduction from their side and we do not know yet but we find out hopefully in the next couple of months. Other basic mechanics of the day-to-day plan operations are being developed at this time with form revisions and some it programming that needs to take place to make this work appropriately.

In the near future, the Benefits Committee will be reviewing vendor performance and recommending to the Board the possible reduction of vendors in play. We expect probably by March we will be able to come back with a recommendation.

Trustee Nelson stated it is totally voluntary and there is no match and it is available to all employees of the University. Bill Ruppert answered simply that you get paid by the University makes you an employee. The only exclusions are non-resident aliens with no source of US income which is obvious and then student employees who do not have to pay FICA. These were put forth by as permissive exclusions. Chair Nelson added and this will entitle employees to pay pre-tax dollars and put into their own self-directing retirement plan which the 403(b) is like the 401(k) in the private sector. Bill Ruppert replied, correct.

Director Bowman added we have always had a 403(b) and the ability to do it, but with the revised revision, the IRS wants to know what is happening with that money, who has that money, what is happening with transfers between them. Prior to this new regulation, the only responsibility the University was to do payroll deduction and that was it, so this new regulation is far reaching and requires us to do some other things. Bill has been working along with Ice Miller to comply with these new regulations.

Bill Ruppert stated in essence we have to centralize information about distributions, loans, hardships so people do not go over the limits or essentially use the plan like a savings account. Attorney Biagini added the law has really required the University to monitor that participants in the plan comply with the law. Before they were kind of on their own, now we have the responsibility to make sure that the plan participants comply with the federal regulations.

Vice President Johnson asked about international students who in fact are paid by the University if they could be a part of the plan. Bill Ruppert responded no it is non-resident alien with no US source of income so if they receive income from the University and they have FICA removed, then they are eligible to participate.

Trustee Epperly asked about the vendors having one possible plan or multiple options to choose from. Bill Ruppert replied they have multiple investment vehicles. We have some TIAA/CREF that offer annuities and also mutual fund access. We have some American funds in Fidelity that are pretty much straight mutual funds so we have a fairly wide array. At this time, we do not have 403(b) Roth options available but the vendors are looking into starting that and hope to include that and it has been written into the plan document so the plan is prepared to accept - upgraded in with a new amendment.

Attorney Biagini stated they will annually review our activity and make sure it complies with all the applicable statutes in legal compliance. Basically, Bill and Pam are really responsible for making sure we do it right in house. Vice President Thompson added that is why we have a third party administrator for assistance. Most of the universities are managing these programs under third party administrators. Attorney Biagini commented a few universities are doing it in house and they found it was more cost effective to use a third party administrator than try to allocate it among various staff. This time next year all of the state universities using third party administrators because they are effective and coordinated and constantly able to keep up on the developments. The IRS regulations literally change monthly and that is what Ice Miller does - they want to make sure if we have to change our plan because of a new regulation which they anticipate there may be quite a few of those because of the economic crunch we are in right now. There may be some significant changes in investments and will give us the language to amend our plan to keep it in compliance. The other issue with Ice Miller that is very good is they are highly respected by the Internal Revenue Service. If there was a complaint filed against our client participant, they would be the ones to defend our plan.

President Dulski asked if students will take advantage of this and who are these student employees. Director Bowman replied I hope so. I hope they do. I hope that students want to take control of their retirement. Even though when I was in school, I thought I was going to live forever too and did not think about retirement. I thought it was for older people. Now I am hoping people want to take control of their retirement future but realistically in terms of money, it's a voluntary plan and I don't know if we will have a lot. Bill Ruppert stated if you have to be student employees of the University but Sodexo would not be.

Trustee Nelson moved to pass Resolution 08.10/2 Approval of WIU 403(b) Plan. Trustee Griffin seconded the motion.

Roll Call

Trustee Antonides	Yes
Trustee Ehlert	Yes
Trustee Epperly	Yes
Trustee Griffin	Yes
Trustee Nelson	Yes

Motion carried.

Resolution:

WHEREAS the Western Illinois University Board of Trustees Regulations provide that the Board will adopt a plan for the employees of the Board to be known as the “Tax Deferred Supplemental Retirement Plan; and,

WHEREAS recently amended IRS Regulations require all employers with 403(b) plans to have a plan document which governs the administration of the Tax Deferred Supplemental Retirement Plan and complies with the new Federal regulations be created and adopted; and,

WHEREAS Western Illinois University has developed a plan document for the “Tax Deferred Supplemental Retirement Plan,” that is compliant with the IRS Regulations and has been reviewed and accepted as meeting pertinent regulations by professionals with expertise in Federal retirement regulations:

THEREFORE be it resolved that the Western Illinois University Board of Trustees approves the adoption of the enclosed plan document to govern the administration of the Western Illinois University “Tax Deferred Supplemental Retirement Plan” which will become effective on December 31, 2008.

Resolution No. 08.10/3: FY 2009 All-Funds Budget

Budget Director DeWees stated at your June Board meeting you approved a preliminary spending plan for all sources of funds and it was based upon 2008 estimated expenditures and revenue. This budget is based on priorities we established in 2009 and also actual revenue at this time. Once this is approved, we will submit it to the Board of Higher Education.

Trustee Ehlert commented this is very much like what we saw in June. Al Harris added there are actually some trees in here. Chair Nelson noted he did discover that four big bushes equal a tree -- just so everybody knows.

Trustee Griffin moved to pass Resolution 08.10/3 FY 2009 All-Funds Budget. Trustee Nelson seconded the motion.

Roll Call

Trustee Antonides	Yes
Trustee Ehlert	Yes
Trustee Epperly	Yes
Trustee Griffin	Yes
Trustee Nelson	Yes

Motion carried.

Resolution:

WHEREAS Western Illinois University must prepare an annual all-funds budget for Appropriated, University Income Funds, and All Other Funds for the Illinois Board of Higher Education, Illinois State Legislature and the Governor; and,

WHEREAS the Fiscal Year 2009 all-funds budget requires Western Illinois University Board of Trustees approval prior to submission; and,

WHEREAS the *Fiscal Year 2009 All-Funds Budget* presented today advances the goals of the University's Strategic Plan, Higher Values in Higher Education, on both Western Illinois University campuses, and statewide strategic planning goals for higher education, as identified in *IBHE 2011 A Strategic Plan for the Illinois Board of Higher Education*; and,

WHEREAS the *Fiscal Year 2009 All-Funds Budget* presented today maintains Western Illinois University's public commitments to conservative fiscal management and public accountability to students, their families, and state taxpayers:

THEREFORE be it resolved that the Board of Trustees approves the Fiscal Year 2009 All-Funds Budget as presented in the *Fiscal Year 2009 All-Funds Budget* document, and be it further resolved that the President be authorized to make technical adjustments in these budgets if necessary.

Fiscal Year 2009 All-Funds Budget

To ensure full budgetary disclosure within Illinois public universities, the Illinois Board of Higher Education requires each public university Board of Trustees to approve a proposed budget for the upcoming fiscal year. The plan must include all sources of university funds and categorized by State Appropriated Funds, University Income Funds, Auxiliary Services Funds, and All Other Non-Appropriated Funds. The budget approved by the Western Illinois University Board of Trustees is submitted to the Illinois Board of Higher Education, Illinois State Legislature, and the Governor.

The following table presents Western Illinois University's *Fiscal Year 2009 All-Funds Budget* to be approved by the Western Illinois University Board of Trustees.

Western Illinois University Fiscal Year 2009 All-Funds Budget					
	State Appropriated	University Income	Auxiliary Facilities System	Other Non- Appropriated	Total
Personal Services	\$ 52,132,300	\$ 44,867,700	\$ 15,106,000	\$ 12,000,000	\$ 124,106,000
Medicare	446,200	878,800	220,000	150,000	1,695,000
Contractual Services	3,346,300	7,818,500	20,889,000	10,400,000	42,453,800
Travel	-	1,200,000	100,000	850,000	2,150,000
Commodities	800,000	1,200,000	600,000	2,100,000	4,700,000
Equipment	1,000,000	3,000,000	750,000	2,000,000	6,750,000
Awards & Grants and Matching Funds	-	900,000	550,000	14,500,000	15,950,000
Telecommunication Services	450,000	50,000	600,000	250,000	1,350,000
Operation of Automotive Equipment	-	85,000	50,000	350,000	485,000
Permanent Improvements	-	2,000,000	100,000	500,000	2,600,000
CMS Health Insurance	1,744,800	-	200,000	650,000	2,594,800
Other	-	-	12,635,000	850,000	13,485,000
Total FY2009 Operating Budget	\$ 59,919,600	\$ 62,000,000	\$ 51,800,000	\$ 44,600,000	\$ 218,319,600

Statewide budgeting for higher education follows a two-step process. Prior to the start of the fiscal year, the Western Illinois University Board of Trustees must approve a preliminary spending plan for the next fiscal year beginning July 1. Table 1 presents the *Western Illinois University Preliminary Spending Plan* for fiscal years 2007, 2008 and 2009. This plan was approved by Western Illinois University Board of Trustees in June (*Resolution No. 08.6/3*).

Table 2 presents the All-Funds Budget approved by the Western Illinois University Board of Trustees for fiscal Years 2007, 2008, and 2009. Differences in values budgeted for the *Fiscal Year 2009 Preliminary Spending Plan* (Table 1) and the *Fiscal Year 2009 All-Funds Budget* (Table 2) are due to two factors.

- Western Illinois University bases institutional budgets on previous fiscal year expenditures. The *Fiscal Year 2009 Preliminary Spending Plan*, approved by the Western Illinois University Board of Trustees in June 2008, was based on estimated Fiscal Year 2008 expenditures. Actual University expenditures for Fiscal Year 2008 were finalized July 25, 2008. The *Fiscal Year 2009 All-Funds Budget*, presented today, is based on actual Fiscal Year 2008 expenditures.
- Western Illinois University received a General Revenue Funds increase of 2.8 percent, or \$1,632,100, over Fiscal Year 2008 funding levels. At the time of presenting the *Fiscal Year 2009 Preliminary Spending Plan* to the Western Illinois University Board of Trustees, the State's *Fiscal Year 2009 Appropriated Funds Budget* had not been enacted. The University's *Fiscal Year 2009 All-Funds Budget* includes the *Fiscal Year 2009 Appropriated Funds Budget* signed into law by the Governor.

Fiscal Year 2009 Spending Priorities

When reviewing Tables 1 and 2, the University's annual expenditure patterns are consistent and to be expected. Following a fiscally conservative model, Western Illinois University's annual budget preparation process uses the previous year's budget and Strategic Plan priority and resource allocation decisions as base. This practice successfully supports advancement of the *University Mission Statement* and attainment of institutional goals and priorities stated in *Higher Values in Higher Education*.

As guided by *Higher Values in Higher Education*, funds will be applied to the University's highest priorities, including increasing faculty and staff salaries to meet and exceed the average of peer institutions, utility cost increases, deferred maintenance, and classroom and classroom technology upgrades.

Pending Board approval, the University will continue to aggressively pursue Strategic Plan priorities. Personal services, Medicare, and CMS health insurance expenditures totaling \$128.4 million represents almost 60 percent of the University's Fiscal Year 2009 planned all-funds budget expenditures, followed by items supporting the academic mission of the University: contractual services (primarily utilities and food service), awards and grants (student financial aid), and equipment.

Integrated Planning, Budgeting, and Accountability Reporting Processes

Because Western Illinois University engages in integrated planning, budgeting, and accountability reporting processes, the *Fiscal Year 2009 All-Funds Budget* report should be read in conjunction with other materials provided in today's Western Illinois University Board of Trustees packet. Specifically:

The *Fiscal Year 2009 Departmental Budget Allocations* demonstrating how \$121.9 million in State Appropriated and University Income Funds will be applied at the institutional, division, and departmental levels.

The *Strategic Plan Update* and *Fiscal Year 2008 Performance Report* summarizing institutional accomplishments and plans related to continued successful implementation of statewide and University strategic planning goals and priorities.

The *Fiscal Year 2010 Appropriated Operating and Capital Budget Recommendations* to the Illinois Board of Higher Education identifying how state partnership funding will create sustainability for instructional, research, and service activities that directly contribute to Illinois' knowledge-based economy through successful implementation of *Higher Values in Higher Education*.

Table 1
Western Illinois University
Preliminary Spending Plan

	State Appropriated	University Income	Auxiliary Facilities System	Other Non- Appropriated	Total
Fiscal Year 2007					
Personal Services	\$ 49,426,100	\$ 37,573,900	\$ 14,162,000	\$ 12,000,000	\$ 113,162,000
Medicare	446,200	578,800	137,000	200,000	1,362,000
Contractual Services	3,346,300	7,810,000	19,474,000	10,200,000	40,830,300
Travel	-	1,100,000	75,000	800,000	1,975,000
Commodities	800,000	1,202,300	500,000	2,200,000	4,702,300
Equipment	1,000,000	3,405,000	789,000	1,600,000	6,794,000
Awards & Grants and Matching Funds	-	775,000	450,000	13,000,000	14,225,000
Telecommunication Services	450,000	150,000	625,000	300,000	1,525,000
Operation of Automotive Equipment	-	85,000	80,000	200,000	365,000
Permanent Improvements	-	1,000,000	100,000	150,000	1,250,000
CMS Health Insurance	1,744,800	-	200,000	900,000	2,844,800
Other	-	-	13,665,300	550,000	14,215,300
Total FY2007 Operating Budget	\$ 57,213,400	\$ 53,680,000	\$ 50,257,300	\$ 42,100,000	\$ 203,250,700
Fiscal Year 2008					
Personal Services	\$ 50,500,200	\$ 40,499,800	\$ 14,700,000	\$ 11,600,000	\$ 117,300,000
Medicare	446,200	678,800	140,000	150,000	1,415,000
Contractual Services	3,346,300	9,466,400	20,620,000	10,900,000	44,332,700
Travel	-	1,100,000	90,000	800,000	1,990,000
Commodities	800,000	1,200,000	540,000	2,300,000	4,840,000
Equipment	1,000,000	4,000,000	650,000	1,600,000	7,250,000
Awards & Grants and Matching Funds	-	900,000	475,000	14,000,000	15,375,000
Telecommunication Services	450,000	70,000	650,000	300,000	1,470,000
Operation of Automotive Equipment	-	85,000	100,000	250,000	435,000
Permanent Improvements	-	2,000,000	160,000	200,000	2,360,000
CMS Health Insurance	1,744,800	-	200,000	800,000	2,744,800
Other	-	-	12,555,000	700,000	13,255,000
Total FY2008 Operating Budget	\$ 58,287,500	\$ 60,000,000	\$ 50,880,000	\$ 43,600,000	\$ 212,767,500
Fiscal Year 2009					
Personal Services	\$ 50,650,200	\$ 44,349,800	\$ 15,025,000	\$ 12,000,000	\$ 122,025,000
Medicare	446,200	678,800	160,000	150,000	1,435,000
Contractual Services	3,346,300	8,821,400	21,000,000	10,900,000	44,067,700
Travel	-	1,100,000	90,000	800,000	1,990,000
Commodities	800,000	1,000,000	600,000	2,300,000	4,700,000
Equipment	1,000,000	3,000,000	650,000	1,600,000	6,250,000
Awards & Grants and Matching Funds	-	900,000	525,000	14,500,000	15,925,000
Telecommunication Services	300,000	75,000	650,000	225,000	1,250,000
Operation of Automotive Equipment	-	75,000	100,000	250,000	425,000
Permanent Improvements	-	2,000,000	160,000	200,000	2,360,000
CMS Health Insurance	1,744,800	-	200,000	800,000	2,744,800
Other	-	-	12,340,000	700,000	13,040,000
Total FY2009 Operating Budget	\$ 58,287,500	\$ 62,000,000	\$ 51,500,000	\$ 44,425,000	\$ 216,212,500

Table 2
Western Illinois University
All-Funds Budget

	State Appropriated	University Income	Auxiliary Facilities System	Other Non- Appropriated	Total
Fiscal Year 2007					
Personal Services	\$ 49,426,100	\$ 37,573,900	\$ 14,162,000	\$ 12,000,000	\$ 113,162,000
Medicare	446,200	578,800	137,000	200,000	1,362,000
Contractual Services	3,346,300	7,810,000	19,474,000	10,200,000	40,830,300
Travel	-	1,100,000	75,000	800,000	1,975,000
Commodities	800,000	1,202,300	500,000	2,200,000	4,702,300
Equipment	1,000,000	3,405,000	789,000	1,600,000	6,794,000
Awards & Grants and Matching Funds	-	775,000	450,000	13,000,000	14,225,000
Telecommunication Services	450,000	150,000	625,000	300,000	1,525,000
Operation of Automotive Equipment	-	85,000	80,000	200,000	365,000
Permanent Improvements	-	1,000,000	100,000	150,000	1,250,000
CMS Health Insurance	1,744,800	-	200,000	900,000	2,844,800
Other	-	-	13,665,300	550,000	14,215,300
Total FY2007 Operating Budget	\$ 57,213,400	\$ 53,680,000	\$ 50,257,300	\$ 42,100,000	\$ 203,250,700
Fiscal Year 2008					
Personal Services	\$ 50,500,200	\$ 40,499,800	\$ 14,700,000	\$ 11,600,000	\$ 117,300,000
Medicare	446,200	678,800	140,000	150,000	1,415,000
Contractual Services	3,346,300	9,466,400	20,620,000	10,900,000	44,332,700
Travel	-	1,100,000	90,000	800,000	1,990,000
Commodities	800,000	1,200,000	540,000	2,300,000	4,840,000
Equipment	1,000,000	4,000,000	650,000	1,600,000	7,250,000
Awards & Grants and Matching Funds	-	900,000	475,000	14,000,000	15,375,000
Telecommunication Services	450,000	70,000	650,000	300,000	1,470,000
Operation of Automotive Equipment	-	85,000	100,000	250,000	435,000
Permanent Improvements	-	2,000,000	160,000	200,000	2,360,000
CMS Health Insurance	1,744,800	-	200,000	800,000	2,744,800
Other	-	-	12,755,000	700,000	13,455,000
Total FY2008 Operating Budget	\$ 58,287,500	\$ 60,000,000	\$ 51,080,000	\$ 43,600,000	\$ 212,967,500
Fiscal Year 2009					
Personal Services	\$ 52,132,300	\$ 44,867,700	\$ 15,106,000	\$ 12,000,000	\$ 124,106,000
Medicare	446,200	878,800	220,000	150,000	1,695,000
Contractual Services	3,346,300	7,818,500	20,889,000	10,400,000	42,453,800
Travel	-	1,200,000	100,000	850,000	2,150,000
Commodities	800,000	1,200,000	600,000	2,100,000	4,700,000
Equipment	1,000,000	3,000,000	750,000	2,000,000	6,750,000
Awards & Grants and Matching Funds	-	900,000	550,000	14,500,000	15,950,000
Telecommunication Services	450,000	50,000	600,000	250,000	1,350,000
Operation of Automotive Equipment	-	85,000	50,000	350,000	485,000
Permanent Improvements	-	2,000,000	100,000	500,000	2,600,000
CMS Health Insurance	1,744,800	-	200,000	650,000	2,594,800
Other	-	-	12,635,000	850,000	13,485,000
Total FY2009 Operating Budget	\$ 59,919,600	\$ 62,000,000	\$ 51,800,000	\$ 44,600,000	\$ 218,319,600

Resolution No. 08.10/4: FY2010 Appropriated Operating Budget Recommendations

Budget Director DeWees stated we are asking for an 8.5% increase in our operating budget for FY2010 and it mostly applies to salaries and cost increases at \$3.5 million to support the program priorities. After you approve this budget request, we will send it to the Illinois Board of Higher Education. At that time, they will make recommendations and we received a letter from Judy Erwin from IBHE and they are going to come back again this year with a step plan at different levels of recommendations. They call them investment levels and that will be in January. At that time, I will give you information on what level they recommended.

President Goldfarb added since I am the public university President representative to the master planning committee for higher education in the state, they will also be tying this year's budget request discussions to that master plan. Again, I think we are at a fairly good position actually in relationship to what we were requesting as it will meet some of those recommendations. The draft document is already out on the website if the Board wants to look at it, and you will see that is probably going to drive much of what they are doing in terms of future budget discussions.

Trustee Antonides commented on page 131 I noticed the trend of income in terms of tuition and that is a great push. From a student's perspective we have to reverse that to support the institution. There is nothing you can really do here.

President Goldfarb replied I think from everyone's perspective there is no question we need to reverse that trend. It is not only a statewide trend but a national trend and a concerned one.

Trustee Epperly asked about utilities - \$2.75 million being the academic buildings or all utilities? Vice President Thompson replied all utilities. Director DeWees added it is over \$10 million a year. Trustee Epperly also inquired about the CMS health insurance being mandated a few years ago. Vice President Thompson responded it is part of the cost of health insurance for our employees and it has not changed for several years.

Trustee Nelson moved to pass Resolution 08.10/4 FY 2010 Appropriated Operating Budget Recommendations. Trustee Epperly seconded the motion.

Roll Call

Trustee Antonides	Yes
Trustee Ehlert	Yes
Trustee Epperly	Yes
Trustee Griffin	Yes
Trustee Nelson	Yes

Motion carried.

Resolution:

WHEREAS Western Illinois University prepares annual appropriated operating recommendations for the Illinois Board of Higher Education, Illinois State Legislature and the Governor; and,

WHEREAS Fiscal Year 2010 appropriated operating budget recommendations require Western Illinois University Board of Trustees approval prior to submission; and,

WHEREAS the *Fiscal Year 2010 Appropriated Operating Budget Recommendations* presented today advance the goals of the University's Strategic Plan, Higher Values in Higher Education, on both Western

Illinois University campuses, and statewide strategic planning goals for higher education, identified in *IBHE 2011, A Strategic Plan for the IBHE*:

THEREFORE be it resolved that the Board of Trustees approves the Fiscal Year 2010 appropriated operating budget recommendations as presented in the *Fiscal Year 2010 Appropriated Operating Budget Recommendations*, and be it further resolved that the President be authorized to make technical adjustments in the operating budget recommendations if necessary.

Fiscal Year 2010 Appropriated Operating Budget Recommendations
Western Illinois University

Western Illinois University begins Fiscal Year 2009 with a \$121.9 million base appropriation (49.1 percent from general revenue and 50.8 percent from income fund). The University recommends a \$10.4 million (8.5 percent) general revenue increase in funding for Fiscal Year 2010 operations.

Through meaningful state support, internal reallocations, and successful implementation of the University's Strategic Plan, *Higher Values in Higher Education*, Western Illinois University continues to advance the four goals of *IBHE 2011, A Strategic Plan for the Illinois Board of Higher Education*.

Goal One: Affordability. Help insure that college is affordable to all Illinoisans.

Goal Two: Attainment. Improve educational attainment through a seamless P-20 system of high quality teaching and learning, through an increased focus and outreach to nontraditional students, and through stronger emphasis on preparing graduates in high-demand workforce areas.

Goal Three: Diversity. Work to increase access and success in a more diverse college student body and faculty ranks, including those with disabilities.

Goal Four: Efficiency. Promote efficiency and accountability in higher education operations.

With strong commitments to productivity, efficiency, and public accountability reporting, this request should be read in conjunction with Western Illinois University's *Strategic Plan Update* and *Fiscal Year 2008 Performance Report* included in today's Western Illinois University board packet.

Illinois Board of Higher Education guidelines divide operating recommendations into two categories: salary and cost increases and support for program priorities. Almost 66 percent of the University's recommendation is for salary and cost increases. This includes funding for salary increases, related Social Security contributions, and other inflationary increases associated with University operations (utilities, library materials, and all other institutional operations). The remaining 34 percent of the University's recommendation supports programs identified in *Higher Values in Higher Education*.

Western Illinois University				
Fiscal Year 2010 Appropriated Funds Operating Budget Request				
		Dollar	Percent	
		Increase	Increase	Priority
Salary and Cost Increases				
	Salaries (on 95% of Base)	\$ 5,529,000	6.0%	
	Social Security/Medicare	132,500	10.0%	
	Utilities	528,400	10.0%	
	Library Materials	157,100	10.0%	
	Other General Costs	<u>502,200</u>	3.0%	
	Total Salary and Cost Increases	\$ 6,849,200	5.6%	
Program Priorities				
	Deferred Maintenance	\$ 1,500,000	NAP	1
	Health Care Professional Education	1,000,000	NAP	2
	Engineering Program	750,000	NAP	3
	Teacher Training and Development	<u>300,000</u>	NAP	4
	Total Program Priorities	\$ 3,550,000		
	Total All Increases	\$ 10,399,200	8.5%	

Salary Increases for Faculty and Staff. As stated in *Higher Values in Higher Education*, Western Illinois University's highest priority is to increase faculty and staff salaries to meet and exceed the mean of peer institutions. The \$5.5 million request for salary increases is over 80 percent of the University's salary and cost increase recommendation. Western Illinois University's Fiscal Year 2002 average weighted faculty salaries were 97.5 percent of our peer group; the value is now 93.8 percent (*AAUP Faculty Salary Survey*). Salary erosion is a critical issue facing Western Illinois University. The ability to recruit and retain high achieving and diverse faculty and staff is directly related to ensuring educational quality. While internal reallocations provide some level of salary increase for faculty and staff, enhancing competitiveness remains the highest institutional priority, particularly in light of reduced salary competitiveness.

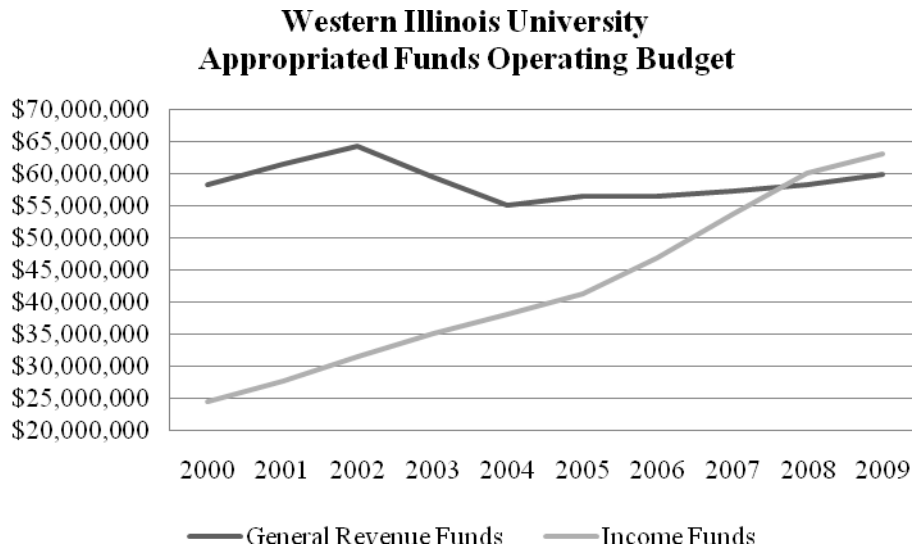
Support for Program Priorities. Western Illinois University is seeking over \$3.5 million in funding for program priorities identified in *Higher Values in Higher Education*. These include:

- **Permanent improvements and campus infrastructure enhancements (\$1,500,000)** to reduce the deferred maintenance backlog of \$300 million.
- **Health Care Professional Education (\$1,000,000)** to provide a new bachelor of science in nursing/BN degree completion at Western Illinois University-Macomb. This new program will be offered in partnership with regional community colleges and health care providers to meet the critical shortage of registered nurses in west central Illinois.
- **Engineering Program (\$750,000)** to provide a bachelor of science in Engineering at the Quad Cities campus to address the shortage of engineers and provide graduates with strong multidisciplinary fundamentals.
- **Teacher Training and Development (\$300,000)** in the Quad Cities through new preschool degree and certification programs, and professional development.

The requested \$10.4 million will restore Western Illinois University's status as a state-supported institution of higher education. Between Fiscal Years 2002 and 2009, state general revenue support for the University decreased by \$5.1 million or 7.9 percent. During this same time period, unfunded cost increases have been incurred for utilities (\$2,750,000), Illinois Veterans Grants (\$1,200,000), and CMS

health insurance (\$1,944,800). Decreased funding, increased costs, and required university expenditures total almost \$11 million.

The effect, shown below, is that tuition costs (University Income Fund) associated with vital functions of higher education are being shifted from a shared statewide priority to the responsibility of students and their families.



Changes from Fiscal Year 2009 Operating Recommendation Request

Consistent with the University’s Strategic Plan, salary increases are the University’s highest priority. Cost increases for utilities, library material and other operating expenses are also important. Western Illinois University has not received funding for increased costs in 13 years.

Western Illinois University is also requesting over \$3.5 million in state funding to support its Strategic Plan, Higher Values in Higher Education. Initiatives of deferred maintenance, healthcare professional education, an engineering program, and teacher training and development will improve economic development, educational partnerships, access, diversity, affordability, productivity, and accountability in Illinois public higher education.

Changes from Fiscal Year 2009 Operating Increase Recommendation
(Dollars in Thousands)

	Fiscal Year		Difference	
	<u>2009</u>	<u>2010</u>	<u>Amount</u>	<u>Percent</u>
Total Recommended Increase	<u>\$10,095.3</u>	<u>\$10,399.2</u>	<u>\$303.9</u>	3.0%
Salary and Cost Increases	<u>\$7,095.3</u>	<u>\$6,849.2</u>	<u>(\$246.1)</u>	-3.5%
Salary Increases	5,187.0	5,529.0	342.0	
Social Security	112.5	132.5	20.0	
Cost Increases				
Utilities	1,060.0	528.4	(531.6)	
Library Materials	157.1	157.1	-	
Other General Materials	578.7	502.2	(76.5)	
Program Priorities	<u>\$3,000.0</u>	<u>\$3,550.0</u>	<u>\$550.0</u>	18.3%
Deferred Maintenance	1,500.0	1,500.0	-	
Health Care Professional Education	1,200.0	1,000.0	(200.0)	
Engineering Program	-	750.0	750.0	
Teacher Training and Development	300.0	300.0	-	

**Western Illinois University's Fiscal Year 2010 Operating Recommendations
To the Illinois Board of Higher Education**

Western Illinois University's Fiscal Year 2010 operating budget request will be submitted to the Illinois Board of Higher Education October 17, 2008 pending board approval.

**FY2010 OPERATIONS AND GRANTS
DETAIL OF RESOURCES REQUESTED FOR NEW PROGRAMS
AND PROGRAM PRIORITIES**

NAME OF INSTITUTION: Western Illinois University

TITLE OF REQUEST: Faculty and Staff Salaries

AMOUNT REQUESTED: \$5,529,000

SOURCE OF FUNDS REQUESTED: Appropriated Funds

BRIEF DESCRIPTION OF REQUEST:

Higher Values in Higher Education, Western Illinois University's Strategic Plan, displays the University's goals, priorities, and contributions to the statewide strategic plan for higher education, *The Illinois Commitment: Partnerships, Opportunities and Excellence*. Consistent with these plans, Western Illinois University seeks partnership funding for our highest institutional priority: meeting and exceeding average faculty and staff salaries at peer institutions.

At the core of any great university and system of higher education is a dedicated, diverse, and high-achieving employee base. Implementation and the ultimate success of the goals and priorities of *Higher Values in Higher Education* and the *IBHE 2011: A Strategic Plan for the Illinois Board of Higher Education* are the direct responsibility of Western Illinois University's faculty and staff. Compensation is a critical element to the recruitment and retention of a university community dedicated to economic development, educational partnerships, access and diversity, quality, productivity, and accountability.

Higher Values in Higher Education explicitly states Western Illinois University's vision, mission, and priorities. All Strategic Plan actions and this request emanate from *Higher Values in Higher Education's* preamble, documenting the unique strengths of Western Illinois University and our contributions to Illinois public higher education:

In an emerging global community, universities must educate students so that they uphold standards of civility and civic responsibility and continue learning after graduation. Western Illinois University will prepare its students and graduates to contribute to the global community as it grows and changes. This preparation [will continue] to be rooted in the values that our University embraces: academic excellence, educational opportunity, social responsibility, and personal growth.

As stated in *Higher Values in Higher Education*, Western Illinois University's highest priority is to increase faculty and staff salaries to meet and exceed the mean of peer institutions. It is the faculty and staff of Western Illinois University who enact the core values of the University—academic excellence, educational opportunities, personal growth, and social responsibility—as we become the leading comprehensive university in the United States.

Recruiting and retaining high-achieving and diverse faculty and staff are directly related to improving the quality of academic and co-curricular programs and services. Such actions in the competitive job market necessitate faculty and staff salaries that meet and exceed the mean of peer institutions. Western Illinois University seeks enhanced state partnership support to successfully achieve its objectives.

Western Illinois University received new state resources to support a one-percent salary increase for Fiscal Year 2007, 1.4 percent increase for Fiscal Year 2008, and 1.7 percent for Fiscal Year 2009. During the three previous fiscal years (Fiscal Years 2003-2006), the University received no new state resources for salary increases. While internal reallocations provide some level of salary increase for faculty and staff, enhancing competitiveness remains the highest institutional priority, particularly in light of reduced salary competitiveness. Western Illinois University's Fiscal Year 2002 average weighted faculty salaries were 97.5 percent of our peer group; the value is now 93.8 percent (*AAUP Faculty Salary Survey*). Salary erosion is a critical issue facing Western Illinois University. The ability to recruit and retain high quality faculty and staff is directly related to ensuring educational quality.

JUSTIFICATION FOR BUDGET REQUEST

As the *IBHE 2011: A Strategic Plan for the Illinois Board of Higher Education* demonstrates, Illinois' strengths include its diverse economy, rich natural resources, strategic location, and well-trained workforce. Illinois owes much of its economic success and stability to the strong system of higher education. Continued prosperity is contingent upon statewide partnerships committed to investment in fair, equitable, market value faculty and staff salaries.

Partnership in *Higher Values in Higher Education* will solidify University and statewide efforts to meet enrollment, retention, diversity, economic, and higher education quality goals. New resources will be directly applied to faculty and staff salaries, assist in faculty and staff recruitment and retention efforts, and enhance the quality of university programs and services.

The resources requested in this partnership proposal will be combined with other University funds to advance the highest priority actions in *Higher Values in Higher Education* and the goals of *IBHE 2011: A Strategic Plan for the Illinois Board of Higher Education*. Raising faculty and staff salaries to the mean of benchmark universities is the highest institutional priority at Western Illinois University.

**FY2010 OPERATIONS AND GRANTS
DETAIL OF RESOURCES REQUESTED FOR NEW PROGRAMS
AND PROGRAM PRIORITIES**

NAME OF INSTITUTION: Western Illinois University

TITLE OF REQUEST: Deferred Maintenance

AMOUNT REQUESTED: \$1,500,000

SOURCE OF FUNDS REQUESTED: Appropriated Funds

BRIEF DESCRIPTION OF REQUEST:

Higher Values in Higher Education, Western Illinois University's Strategic Plan, states:

“Provide safe, accessible, responsible campus environments that meet the needs of University constituencies and reflect the core values of the University.”

Providing a safe, accessible, and responsive campus environment conducive to learning is crucial in a community of learners. The University estimates a total deferred maintenance backlog in the range of \$300 to \$350 million. Western Illinois University is currently conducting a Facility Condition Assessment and a Utility Infrastructure Master Plan to better identify, estimate, and prioritize the University's deferred maintenance liability. As is the case on all campuses in Illinois, many projects have been critically needed for a substantial period of time and are impacting the learning environment.

In addition to operating funds, Capital Renewal funds are used to address deferred maintenance needs on campuses. Western Illinois University has not received Capital Renewal funding since fiscal year 2004. This has resulted in over \$6.0 million in lost funds that would have been used to address elevator maintenance, utility infrastructure repairs, and other critical needs on campus.

JUSTIFICATION FOR BUDGET REQUEST:

The University is making a strong commitment toward improving the campus physical environment. A reduction in the deferred maintenance liability is viewed as integral to achieving that objective. An increase in the Permanent Improvement budget will allow the University to address the increasing backlog of deferred maintenance projects.

Funds will be utilized for classroom modernization; improving HVAC and building energy management controls; enhancing electrical and plumbing distribution systems; and renovating campus sidewalks, drives, and exterior stairs.

**FY2010 OPERATIONS AND GRANTS
DETAIL OF RESOURCES REQUESTED FOR NEW PROGRAMS
AND PROGRAM PRIORITIES**

NAME OF INSTITUTION: Western Illinois University

TITLE OF REQUEST: Health Care Professional Education

AMOUNT REQUESTED: \$1,000,000

SOURCE OF FUNDS REQUESTED: Appropriated Funds

BRIEF DESCRIPTION OF REQUEST:

Addressing the critical regional shortage of nurses in West Central Illinois (i.e., Galesburg through Quincy), Western Illinois University-Macomb is partnering with local community colleges and area health care providers to provide a new baccalaureate of science in nursing and an RN degree-completion program for community college transfer students and practicing nurses. The participating institutions and health care providers in this collaborative relationship with Western are Spoon River College, McDonough District Hospital, Carl Sandburg College, John Wood College, Graham Hospital School of Nursing, and Blessing-Rieman College of Nursing.

The demand of the health care delivery system is such that baccalaureate-prepared nurses are urgently needed in hospitals for staff and leadership positions, for positions in specialty units, and for a variety of positions in long-term care facilities and clinics. Also, many administrators in public health and community health agencies prefer baccalaureate-prepared nurses. Currently, only 43 percent of nurses hold degrees at the baccalaureate level or above. The proposed program will help address this shortage.

The Health Care Professional Education program will provide two degree-related programs. The BSN *completion* program is designed for nurses who have obtained their registered nurse licensure and seek to acquire a bachelor's degree. The program will provide a bridge for associate degree and diploma nurses who wish to develop the skills preparing them for a higher level of nursing practice and advancement in their nursing careers.

The BSN *comprehensive* program will provide a four year baccalaureate degree leading to the BSN and providing the requisite education for students to practice as registered nurses. This program provides opportunities to students who have no prior nursing education.

JUSTIFICATION FOR BUDGET REQUEST:

The program will enroll 96 program majors and graduate approximately 40 students annually. Funding for the new Western Illinois University baccalaureate of science in nursing and RN degree completion program will support the purchases of laboratory equipment and instructional materials. Funding will also be used to hire six full-time faculty and two support staff.

**FY 2010 OPERATIONS AND GRANTS
DETAIL OF RESOURCES REQUESTED FOR NEW PROGRAMS
AND PROGRAM PRIORITIES**

NAME OF INSTITUTION: Western Illinois University

TITLE OF REQUEST: Bachelor of Science in Engineering

AMOUNT REQUESTED: \$750,000

SOURCE OF FUNDS REQUESTED: Appropriated Funds

BRIEF DESCRIPTION OF REQUEST:

The National Academy of Engineering (NAE) has raised concerns about the shortage of engineers being educated in the U.S. Likewise, NAE is very concerned about how future engineers are being educated as noted in their recent national report, *Educating the Engineer of 2020* (2005). The shortage of engineers and reforms in engineering education recommended by NAE provide the impetus for Western Illinois University to develop a new engineering program from the ground up to be delivered at the WIU Quad Cities campus.

The WIU Bachelor of Science in Engineering addresses the need for broadly educated engineers who have a strong grounding in multidisciplinary engineering fundamentals. The integrated course of study will prepare graduates to provide cross-discipline design solutions for the wide range of demands encountered by today's practicing engineers in consulting offices, manufacturing businesses, industrial companies, and government agencies. The degree program requires students to complete 133 s.h., including a 22 s.h. core in engineering graphics/CAD, manufacturing processes, engineering economics, project management, an internship, and a senior design project; a 27 s.h. option in either manufacturing/mechanical engineering or electrical/computer engineering; and 54 s.h. of support courses in chemistry, mathematics, physics, computer science, economics, and management.

The program was designed to meet the Accreditation Board for Engineering and Technology (ABET) standards and will be delivered at the WIU Quad Cities Riverfront campus in Moline, Illinois. The Engineering program is a +2 degree completion program (the junior and senior years) and will be articulated with pre-engineering transfer programs at the WIU Macomb campus and community colleges in Illinois, Iowa, and Missouri.

According to U.S., Illinois, Iowa, and Missouri labor agencies, there is a strong labor market demand for engineering graduates in western Illinois and eastern Iowa with an 11-percent increase in employment demand between 2004 and 2014.

JUSTIFICATION FOR BUDGET REQUEST:

The University estimates that 30 students will enroll in the Engineering program during its first year of operation. By the fifth year of operation, the program will grow to 120 program majors with 40 degrees awarded annually.

The funds will initially be used to hire an Engineering program Director, two full-time professors, and a technician, with the remaining funds being used for operations and laboratory equipment. As enrollments grow, some of the equipment funds will shift to salaries and benefits for three additional full-time faculty members and a secretary.

**FY2010 OPERATIONS AND GRANTS
DETAIL OF RESOURCES REQUESTED FOR NEW PROGRAMS
AND PROGRAM PRIORITIES**

NAME OF INSTITUTION: Western Illinois University

TITLE OF REQUEST: Teacher Training and Development

AMOUNT REQUESTED: \$300,000

SOURCE OF FUNDS REQUESTED: Appropriated Funds

BRIEF DESCRIPTION OF REQUEST:

With approximately 500,000 regional residents, the Quad Cities area (Moline, East Moline, Rock Island, Milan, Bettendorf, and Davenport) does not have access to a public university with preschool certification, degree, and professional development opportunities. Western Illinois University is committed to working closely with area school districts and not-for-profit early childhood centers to achieve Governor Blagojevich's goal of universal access to preschool by extending educational opportunities offered on the Macomb campus to the Quad Cities campus.

Establishing a Professional Development School (PDS) in conjunction with Quad Cities public schools (e.g., Moline and Rock Island/Milan) and early childhood centers (e.g., Skip-A-Long Child Development Services and Jefferson Early Childhood Center) represents an opportunity to build on a strong foundation of successful partnerships. The PDS partnership promotes 1) the training of new teachers, 2) professional development, 3) research leading to the improvement of educational practice, and 4) increased student achievement.

JUSTIFICATION FOR BUDGET REQUEST:

The requested \$300,000 in base funding will be used to hire six new faculty in the Quad Cities and will support:

- Technology-enhanced course work supporting up to 50 majors (undergraduate and graduate) in early childhood education with an emphasis on bilingual/English as a second language and/or special education.
- Professional development opportunities for 20-25 teachers wishing to receive subsequent certification in early childhood education and to facilitate certification efforts for 25-50 current early childhood teachers.
- New or enhanced initiatives within the PDS that will positively impact P-3 students, teachers, and teacher trainees with results of interventions documented and disseminated.

Resolution No. 08.10/5: FY 2010 Appropriated Capital Budget Recommendations

Budget Director DeWees noted we are asking you to approve our request for \$111.8 million capital projects and \$1.4 in capital renewal for FY2010. Our request has not changed very much from FY2009 so priorities remain the same – just a little bit of differences in cost. Bill Brewer did a lot of work on this so we would like to thank him.

Trustee Antonides asked about the costs that changed. President Goldfarb replied those are inflationary changes. I will put my good sense of humor - Ron Ward did his – it is depressing that we have not been

able to put out a capital bill in the State of Illinois and move these projects. The list has remained the same pretty much since I have arrived and ones added to the list because we have a need.

Trustee Griffin moved to pass Resolution 08.10/5 FY 2010 Appropriated Capital Budget Recommendations. Trustee Nelson seconded the motion.

Roll Call

Trustee Antonides	Yes
Trustee Ehlert	Yes
Trustee Epperly	Yes
Trustee Griffin	Yes
Trustee Nelson	Yes

Motion carried.

Resolution:

WHEREAS Western Illinois University must prepare annual appropriated capital budget recommendations for the Illinois Board of Higher Education, Illinois State Legislature, and the Governor; and,

WHEREAS Western Illinois University's Fiscal Year 2010 budget recommendations advance institutional progress and sustainability for the University's Strategic Plan, *Higher Values in Higher Education*, Campus Master Plans on the Macomb and Quad Cities campuses, and the Illinois Board of Higher Education's statewide strategic plan for higher education, *IBHE 2011, A Strategic Plan for the Illinois Board of Higher Education*; and,

WHEREAS the Fiscal Year 2010 Appropriated Capital Budget Recommendations require Western Illinois University Board of Trustees approval prior to submission:

THEREFORE be it resolved that the Board of Trustees approves the Fiscal Year 2010 Appropriated Capital Budget Recommendations as presented in the *Fiscal Year 2010 Appropriated Capital Budget Recommendations* document, and be it further resolved that the President be authorized to make technical adjustments in the capital budget recommendations if necessary.

Fiscal Year 2010 Capital Budget Recommendations
Western Illinois University

Western Illinois University recommends \$111.8 million for capital projects to support high-quality academic programs, co-curricular services, and regional economic development for fiscal year 2010. The University has not opened a new state-supported facility since 1978. A total of \$96.2 million (86 percent) will support new construction on the Macomb and Moline campuses to address highly needed space for premier academic programs, and \$15.6 million (14 percent) will support an aging physical infrastructure. A total of \$1.4 million in capital renewal funds is also requested to support deferred maintenance at the Macomb campus Heating Plant.

Western Illinois University's Fiscal Year 2010 capital request for new building construction reinforces the institutional and statewide commitments to sustainability. All new buildings on the Western Illinois University-Macomb and Quad Cities campuses will minimally achieve Silver Leadership in Energy and Environmental Design Certification, as defined by the United States Green Building Council.

With strong commitments to productivity, efficiency, and public accountability reporting, this request should be read in conjunction with Western Illinois University's *Strategic Plan Update* and *Fiscal Year 2008 Performance Report* (included in today's Western Illinois University board packet). Both sets of materials document Western Illinois University's plans and accomplishments related to continued successful advancement of the statewide strategic plan

for higher education, *IBHE 2011, A Strategic Plan for the Illinois Board of Higher Education* and the vision, mission, values, goals, and priorities of the University's Strategic Plan, *Higher Values in Higher Education*.

Background

Composition of the Recommendation

Western Illinois University operates two distinct campuses, and each has unique capital priorities and needs. The highest facilities priorities are a new Performing Arts Center for Western Illinois University-Macomb and Building One funding for the new Western Illinois University-Quad Cities Riverfront Campus.

Other priority projects include planning funds for Campus Utility Infrastructure at Western Illinois University-Macomb, Building Two planning funds for the new Western Illinois University-Quad Cities Riverfront Campus, Life-Safety Improvements at Western Illinois University-Macomb, and planning funds for the Science Complex at Western Illinois University-Macomb.

Western Illinois University Fiscal Year 2010 Capital Recommendations	
<u>(Dollars in Thousands)</u>	<u>Amount</u>
Priority/Total Recommended Increase	\$ 111,774.3
1A. Western Illinois University-Macomb Performing Arts Center	66,888.6
1B. Western Illinois University-Quad Cities Riverfront Campus Building Complex One	15,857.3
2. Western Illinois University-Macomb Campus Utility Infrastructure (Planning)	4,104.0
3. Western Illinois University-Quad Cities Riverfront Campus Building Complex Two (Planning)	3,887.0
4. Western Illinois University-Macomb Life Safety Improvements (Phase I)	12,047.8
5. Western Illinois University-Macomb Science Complex (Planning)	8,989.6

A summary statement documenting need for these projects is displayed below. Additional, detailed information on the scope, design, and costs of each project begins on page four of this report.

Priority 1A: Western Illinois University-Macomb Performing Arts Center Governor Blagojevich released \$4.0 million in state capital funding for Western Illinois University-Macomb to plan and design a performing arts/convocation center during Fiscal Year 2006. When opened, this new facility will support economic, educational, cultural, and community development in west-central Illinois and beyond. It will support high-quality academic programs and co-curricular services.

Priority 1B: Western Illinois University-Quad Cities Riverfront Campus Building Complex One Governor Blagojevich released \$2.4 million in state capital funding for Western Illinois University to plan and design a new Riverfront Campus during Fiscal Year 2006. Campus architectural and engineering master planning is complete. Western Illinois University-Quad Cities serves Illinois' second largest metropolitan area and is the only four-year public institution of higher education in the immediate and surrounding area. The University's strong and responsive academic programs and co-curricular services directly contribute to local, regional, and statewide economic and cultural development, partnerships with P-20 education, and access and diversity. The existing Western Illinois University-Quad Cities campus exceeds physical capacity; the new Riverfront Campus will support statewide and institutional enrollment goals of 3,000 in the Quad Cities.

Priority 2: Western Illinois University-Macomb Campus Utility Infrastructure (Planning) Western Illinois University utilizes stand-alone, steam-fired absorption chillers. Two-thirds of all campus chillers are 13 years beyond optimal service-life efficiencies. They are obsolete and have begun experiencing increasing failure rates. Original replacement parts are typically no longer available, and retrofitting using nonstandard parts reduces efficiency and only marginally extends service life. A new chilled-water infrastructure must be addressed for the University to

advance its academic mission, meet strategic objectives of environmental sustainability, and optimize state taxpayers' investments in higher education.

Priority 3: Western Illinois University-Quad Cities Riverfront Campus Building Complex Two (Planning) Western Illinois University's strong commitment to the Quad Cities Riverfront Campus is reflected by adding the planning request for Building Complex Two. It is the University's commitment to growing enrollment and reducing duplication of efforts and services by offering two distinct facilities over seven miles apart.

Priority 4: Western Illinois University-Macomb Life-Safety Improvements (Phase I) Western Illinois University places strong emphasis on campus safety and accessibility. The University is seeking state funding for improvement of a two-million square-foot infrastructure that does not meet 1994 electrical or mechanical provisions of the *Life Safety Code*. Non-code compliance creates significant liability to the state and the University.

Priority 5: Western Illinois University-Macomb Science Building (Planning) The current College of Arts and Sciences' three science facilities, Currens Hall, Waggoner Hall, and Tillman Hall, are obsolete in providing high-quality comprehensive instructional laboratories. All three facilities were constructed years before modern laboratory standards were developed for acceptable indoor air quality and energy efficiency. The antiquated laboratory fume-hood systems and poor quality heating, ventilation, and air conditioning systems yield inadequate comfort and humidity control. These lead to detrimental impacts on teaching; research; and student, faculty, and staff recruitment and retention. The new science building will consolidate existing and support new academic programs, as Western Illinois University becomes the leading comprehensive university in the United States.

Capital Renewal. The University is also requesting \$1.4 million in capital renewal funds for the Heating Plant. An in-depth boiler inspection for three of the five University boilers was conducted in July 2005. Refractory and tube rework is necessary for each of these boilers and should begin at once. The University's request includes only essential boiler work and piping/electrical system upgrades. It is Phase I of critical future Heating Plant capital renewal needs to protect the State's investment in mission-critical infrastructure supporting the physical environment of all academic programs and University services. Disruption of services due to equipment malfunctions interferes with the academic mission of the University.

Priority Changes from Fiscal Year 2009

Western Illinois University's top facilities priorities for the Macomb and Moline Campuses remain the same: the Performing Arts Center and Building One for the new Western Illinois University-Quad Cities Riverfront Campus.

Priority Changes from Fiscal Year 2009		
Priority	<u>FY</u> <u>2009</u>	<u>FY</u> <u>2010</u>
1A. Western Illinois University-Macomb Performing Arts Center	1A	1A
1B. Western Illinois University-Quad Cities Riverfront Campus Building Complex One	1B	1B
2. Western Illinois University-Macomb Campus Utility Infrastructure (Planning)	2	2
3. Western Illinois University-Quad Cities Riverfront Campus Building Complex Two (Planning)	3	3
4. Western Illinois University-Macomb Life Safety Improvements (Phase I)	4	4
5. Western Illinois University-Macomb Science Complex (Planning)	5	5

Funding Changes from Fiscal Year 2009

Western Illinois University's Fiscal Year 2010 capital request is \$74,800 more than Fiscal Year 2009 and is the result of changes in construction costs.

Funding Changes from Fiscal Year 2009

(Dollars in Thousands)	Fiscal Year		Difference	
	2009	2010	Amount	Percent
<u>Priority Projects FY2009 and FY2010</u>	<u>\$111,699.5</u>	<u>\$111,774.3</u>	<u>\$74.8</u>	
Performing Arts Center	65,226.7	66,888.6	1,661.9	2.5%
Quad Cities Riverfront Campus Building Complex One	15,253.0	15,857.3	604.3	4.0%
Utility Infrastructure (Planning)	4,616.3	4,104.0	(512.3)	-11.1%
Quad Cities Riverfront Campus Building Complex Two (Planning)	4,171.7	3,887.0	(284.7)	-6.8%
Life Safety Improvements Phase I	11,625.1	12,047.8	422.7	3.6%
Sciences Complex (Planning)	10,806.7	8,989.6	(1,817.1)	-16.8%

Adhering to Illinois Board of Higher Education guidelines and format, the following recommendations for Western Illinois University's Fiscal Year 2010 capital projects will be made (pending Western Illinois University Board of Trustees approval).

PROJECT: WESTERN ILLINOIS UNIVERSITY-MACOMB PERFORMING ARTS CENTER

PRIORITY: 1A

RAMP BUDGET CATEGORY: Buildings, Additions, and/or Structures

REQUESTED FUNDING: \$66,888,600

BACKGROUND DATA

In Fiscal Year 2006, Governor Blagojevich released \$4.0 million in major capital funding for Western Illinois University-Macomb to plan and design a performing arts/convocation center. Western Illinois University is the only Illinois public university without a performing arts center, thereby creating geographic disparity and limiting the University, our host community and service region's ability to provide the necessary resources for economic, educational, cultural, and community development. The lack of a performing art center also restricts incentives for regional collaboration on large scale events.

When open, the new facility will support regional economic and cultural development, access to University resources, and the provision of high-quality academic programs and co-curricular services. It will also fulfill Western Illinois University-Macomb's highest facility priority, stated in *Higher Values for Higher Education*, the University's Strategic Plan, to provide the necessary resources for economic, educational, cultural, and community development in west-central Illinois.

Western Hall, a multipurpose facility with capacity of approximately 5,100, is currently used to house athletic events, musical and theatre performances, and other community/university events. Poor acoustics, limited support capabilities, and a gymnasium environment detract from performances for members of the University community and Western Illinois service region. It also limits the University's ability to attract and provide additional mission-driven public service and outreach activities. This includes conferences, special events, university ceremonies, and other performances.

Other dated theatre spaces are scattered throughout the campus, causing a limited and disjointed performing arts presence to the campus, community, and the region. A site for the new facility adjacent to Hainline Theatre and the recently remodeled College of Fine Arts and Communications (COFAC) Recital Hall will, in conjunction with the newly developing Western Illinois University-Macomb *Campus Master Plan*, facilitate spatial and operating efficiencies (physical consolidation of the COFAC) and enhance the educational and service mission of the University.

QUANTIFICATION

Funds will be used to program, design, and construct a new facility of 129,393 gross square feet. The building will include a 1,400 seat proscenium theatre with stage and full rigging, a 300-seat thrust-stage theatre, a 150-seat black box/studio theatre, public spaces (including a lobby, box office, circulation, restrooms, and concessions), and performance support spaces (including rehearsal rooms, A/V sound rooms, prop and equipment storage, shops, dressing rooms, offices, a loading dock, and requisite mechanical space). The project will also include exterior site development, and campus utility infrastructure connections.

DEPENDENT RELATIONSHIPS

Four million dollars for the design of this project was appropriated as *Fiscal Year 2003 Project, #03-1 Convocation Center*. These funds were released by the Governor in Fiscal Year 2006.

DESIRED COMPLETION DATE

This project will be completed as soon as possible after funds have been released. It is a vital part of Western Illinois University's Strategic Plan, contributing to regional and statewide economic and cultural development.

Western Illinois University-Macomb Performing Arts Center (Priority 1A)

Space Type	Net Assignable <u>Square Feet</u>	Multiplier <u>Factor</u>	Gross Square <u>Feet (GSF)</u>	<u>\$/GSF</u>	<u>Cost</u>
General Use	40,919	1.90	77,746	\$268.46	\$20,871.7
Supporting Facilities	650	1.20	780	209.77	163.6
Classrooms	8,376	1.50	12,564	224.60	2,821.9
Special Use	19,466	1.80	35,039	224.71	7,873.6
Office	1,920	1.70	3,264	232.51	758.9
Base Total	71,331	--	129,393	--	32,489.7
Added Costs ¹					20,445.7
Base Cost					52,935.4
Escalation ²					3,172.9
Expected Bid Date: 4/10					
Number of Months to Bid Date: 18					
Escalated Building Budget					56,108.3
Escalated Building Budget with Contingency (10%)					61,719.1
Adds:					
Architectural/Engineering (A/E) Fees ³					5,071.0
On Site Observation					1,071.0
Number of Months:30					
Days Per Week: 4					
Reimbursable (5% of A/E fees)					786.0
Capital Development Board Administration Fee (3%)					152.2

Other Adds ⁴	1,727.4
Art in Architecture (0.5%)	361.9
Subtotal, Adds	9,169.5
Total Building Budget	<u>\$70,888.6</u>
Less Previous Appropriation for Design	(4,000.0)
Total FY10 Capital Request	<u>\$66,888.6</u>
Other:	
Provide an estimate of annual state supported operations and maintenance	

Number of additional staff: 8.0 FTE	Total	<u>\$ 1,075.2</u>
	Salaries and Related	358.9
	Utilities	335.8
	Repairs/Maintenance	380.5
	All Other	

Source of cost estimate: *Western Illinois University Performing Arts Center Schematic Design Cost Estimate*, by OWP/P 7/29/08

1. Added costs include: LEED Certification (6%); theater equipment (17%); site work (8%); adjustments to meet Architects' estimate including 3% CAF on construction (31.93 %)
2. Uses 0.333% per month from base to bid date
3. Source: current negotiated contract.
4. Other adds include building commissioning and FFE

PROJECT: WESTERN ILLINOIS UNIVERSITY-QUAD CITIES RIVERFRONT CAMPUS BUILDING COMPLEX ONE

PRIORITY: 1B

RAMP BUDGET CATEGORY: Remodeling and Rehabilitation

REQUESTED FUNDING: \$15,857,300

BACKGROUND DATA

Western Illinois University-Quad Cities serves Illinois' second largest metropolitan area and is the only four-year public institution of higher education in the immediate and surrounding area. Our commuter, undergraduate degree-completion campus with selected graduate programs of excellence serves non-traditional, place-bound, working professionals contributing to Illinois' knowledge-based economy. In addition building one supports regional adult education opportunities, application university research, baccalaureate degree completion initiatives, inter institutional cooperation initiatives with area community colleges, and rapid response to employer needs as the current Quad Cities Campus is limited by its existing facility.

Increased educational access to a new facility is essential to the educational attainment levels and economy of the Quad Cities region. Rock Island county exceeds the statewide average in the percent of 25 to 64 year olds with an associate's degree (8.2% vs. 7.0%), but it is significantly below the statewide average in the percent of 25 to 64 year olds with a bachelor's degree (19.0% vs. 29.0%)¹. The *Census 2000 Supplementary Survey Profile* demonstrates that the percent of residents with a bachelor's degree or higher is significantly lower in the Quad Cities than other proximal metropolitan statistical areas (20.8 in the Quad Cities compared to 27.7 percent in Cedar Rapids, 36.2 percent in Bloomington/Normal, and 47.6 percent in Iowa City). Given lower levels of educational attainment, the median family income in the Quad Cities

¹ Source: *Educational Needs Index developed by the Lumina Foundation.*

(\$37,371) is only 81.8 percent of the State of Illinois median family income (\$45,708), according to the *Census 2000 Supplementary Survey Profile*.

With the need for an expanded Quad Cities campus well documented, strong partnerships with local and regional community colleges will continue to prevent duplication of services, and will allow Western Illinois University-Quad Cities to offer 10 upper division bachelor's degrees, four post-baccalaureate certificate programs, 13 master's degrees, one specialist, and one doctoral degree.

Phase I development of the Western Illinois University-Quad Cities Riverfront Campus that is situated on donated, corporate property will supplement the existing 60th Street facility and display tangible results to current and future philanthropic partnerships. Most importantly, it fulfils Western Illinois University-Quad Cities' highest priority, stated in *Higher Values for Higher Education*, the University's Strategic Plan, to provide the necessary resources for economic, educational, cultural, and community development in west-central Illinois. Facilities growth is a necessary component to the Strategic Plan goal to achieve an on-campus enrollment of 3,000 in the short term.

QUANTIFICATION

Requested partnership funds will be used for Phase I of the new Western Illinois University-Quad Cities Riverfront Campus that will supplement the existing 60th Street facility and to remodel approximately 60,000 square feet of the former John Deere Technical Center. Western Illinois University-Quad Cities will ensure that both facilities are used at optimal productivity and efficiency. Phase I development will begin to establish the infrastructure to ultimately support over 5,000 non-traditional, place-bound, working professionals in a commuter-based environment. Phase I of the new Western Illinois University-Quad Cities Riverfront Campus will support academic programs in the College of Business and Technology, Student Services, and campus administration. The 60th Street facility will continue to support all other academic programs and university services until Phases II and III of the Western Illinois University-Quad Cities Riverfront Campus are completed in conjunction with the *Campus Master Plan*.

DEPENDENT RELATIONSHIPS

While there are no dependent relationships between this project and any other state-funded capital project, there are significant economic development gains to be noted. The Illinois Institute of Rural Affairs estimates that the 3,000 student enrollment and staffing in Phase I of Western Illinois University-Quad Cities Riverfront Campus expansion will raise the University's annual economic impact from current levels of \$10 million annually to \$50 million annually. Furthermore, construction of the new Western Illinois University-Quad Cities Riverfront Campus is an essential centerpiece to the City of Moline's economic redevelopment efforts that include over \$290 million in new construction and the creation of 2,000 new permanent jobs.

DESIRED COMPLETION DATE

This project will be completed as soon as possible after funds have been released. It is a vital part of Western Illinois University's Strategic Plan, contributing to regional and statewide economic development. The University has completed a master plan for the Riverfront Campus, finished asbestos abatement through the use of Housing and Human Services grants and internal reallocations, and now waits for state funding to support construction on the site of the John Deere and Company donation.

Western Illinois University-Quad Cities Riverfront Campus Building Complex One (Priority 1B)

Space Type	Net Assignable <u>Square Feet</u>	Multiplier <u>Factor</u>	Gross Square <u>Feet (GSF)</u>	<u>\$/GSF</u>	<u>Cost</u>
Office	3,880	1.70	6,596	\$232.51	\$1,533.6
Classrooms	13,800	1.50	20,700	224.60	4,649.2
Instructional Dry Laboratories	1,700	1.64	2,788	251.61	701.5
Supporting Facilities	13,205	1.20	15,846	209.77	3,324.0
Special Use	6,360	1.80	11,448	224.71	2,572.5

General Use	1,547	1.90	2,939	268.46	789.0
Base Total	40,492	--	60,317	--	13,569.8
Added Costs ¹					994.2
Base Cost					14,564.0
Escalation ²					290.9
Expected Bid Date: 3/09					
Number of Months to Bid Date: 6					
Escalated Building Budget					14,854.9
Escalated Building Budget with Contingency (10%)					16,340.4
Adds:					
Architectural/Engineering (A/E) Fees ³					1,234.4
On Site Observation					195.0
Number of Months: 30					
Days Per Week: 4					
Reimbursable (5% of A/E fees)					105.5
Capital Development Board Administration Fee (3%)					36.7
Other Adds					453.5
Art in Architecture (0.5%)					91.8
Subtotal, Adds					2,116.9
Total Building Budget					<u>\$18,457.3</u>
Less Previous Appropriation for Design					(2,600.0)
Total FY10 Capital Request					<u>\$15,857.3</u>
Other: Provide an estimate of annual state-supported operations and maintenance					
Number of additional staff: 3.0 FTE	Total		\$	<u>353.7</u>	
	Salaries	and			
	Related			124.3	
	Utilities			146.5	
	Repairs/Maintenance			82.9	
	All Other				

Source of cost estimate: *Western Illinois University Quad Cities Riverfront Campus*, completed by PSA Dewberry 5/29/08

1. Added costs include: LEED Certification (6%);
2. Uses 0.333% per month from base to bid date
3. Source: CDB contract.
4. Other adds include building commissioning, testing & balancing, grant support.

PROJECT: WESTERN ILLINOIS UNIVERSITY – MACOMB: CAMPUS UTILITY INFRASTRUCTURE

PRIORITY: 2

RAMP BUDGETARY CATEGORY: Campus Utility Infrastructure Planning

REQUESTED FUNDING: \$4,104,000

BACKGROUND DATA

Western Illinois University utilizes stand-alone, steam-fired absorption chillers in nearly all campus facilities. Sixteen of these independent building chillers—two-thirds of all campus chillers—average 37

years of service life. This is 14 years beyond optimal service-life efficiency for absorption chillers as identified by American Society of Heating Refrigeration and Air Conditioning Engineers standards. Most campus chillers are obsolete and have begun experiencing increasing failure rates. Original replacement parts are typically no longer available, and a retrofit option utilizing nonstandard parts reduces efficiency and will only marginally extend chiller service life. Building chillers have lost capacity with age and are not energy-efficient by current standards. Campus chilled-water infrastructure must be addressed for Western Illinois University to advance its academic mission, meet its strategic objectives of environmental sustainability, and optimize state taxpayers' investments in higher education.

QUANTIFICATION

Western Illinois University commissioned an engineering and financial comparison of a central chiller plant option with status quo replacement of individual building chillers. The evaluation shows that the enhanced operational and energy efficiency of a central plant provides a net present cost advantage of \$14 million in 25 years. A central plant provides significant cost savings, consolidates maintenance to a single campus location, and offers load capabilities that far exceed existing distributed building systems.

DEPENDENT RELATIONSHIPS

There are no other projects that this proposal is dependent upon in order to provide operational enhancements and financial benefits noted above. However, modernization of existing building heating, ventilation, and air conditioning systems is also needed to fully accomplish up-to-date comfort control in campus facilities.

DESIRED COMPLETION DATE

Design would commence as soon as funds are received.

Western Illinois University-Macomb Campus Utility Infrastructure (Priority 2)

Space Type	Net Assignable <u>Square Feet</u>	Multiplier <u>Factor</u>	Gross Square <u>Feet (GSF)</u>	<u>\$/GSF</u>	<u>Cost</u>
Special Use	11,194	1.80	20,149	\$224.71	\$4,527.7
Base Total	11,194	--	20,149	--	4,527.7
Added Costs ¹					23,273.0
Base Cost					27,800.7
Escalation ²					2,752.3
Expected Bid Date: 4/11					
Number of Months to Bid Date: 30					
Escalated Building Budget					30,553.0
Escalated Building Budget with Contingency (10%)					33,608.3
Adds:					
Architectural/Engineering (A/E) Fees (8.0%) ³					2,688.7
On Site Observation					345.0
Number of Months: 24					
Days Per Week: 4					
Reimbursable (5% of A/E fees)					151.7
Capital Development Board Administration Fee (3%)					91.0
Other Adds					640.0
Art in Architecture (0.5%)					187.6
Subtotal, Adds					4,104.0
Total Building Budget					<u>\$37,712.3</u>
Less Escalated Building Budget					(33,608.3)

Number of additional staff: 5.0 FTE	Total	\$ <u>903.2</u>
	Salaries and Related	336.4
	Utilities	36.4
	Repairs/Maintenance	530.4
	All Other	

Source of cost estimate: *Utility Infrastructure Master Plan*, completed by Henneman, Raufeisen, and Associates

1. Added costs include: Chilled water piping and associated construction.
2. Uses 0.333% per month from base to bid date
3. Source for estimated A/E fees is Illinois Capital Development Board's *Professional Services and Fees Handbook for Centralized Negotiation* (Sept 2002).
4. Other adds include: system commissioning.

PROJECT: WESTERN ILLINOIS UNIVERSITY-QUAD CITIES RIVERFRONT CAMPUS BUILDING COMPLEX TWO PLANNING

PRIORITY: 3

RAMP BUDGET CATEGORY: Buildings, Additions, and/or Structures

REQUESTED FUNDING: \$3,887,000

BACKGROUND DATA

Western Illinois University-Quad Cities serves Illinois' second largest metropolitan area and is the only four-year public institution of higher education in the immediate and surrounding area. Our commuter, undergraduate-degree-completion campus with selected graduate programs of excellence serves non-traditional, place-bound, working professionals contributing to Illinois' knowledge-based economy. Current levels of enrollment and academic programming have exceeded capacity at the current 60th Street facility.

Increased educational access to a new facility is essential to the educational attainment levels and economy of the Quad Cities region. Rock Island county exceeds the statewide average in the percent of 25 to 64 year olds with an associate's degree (8.2% vs. 7.0%), but it is significantly below the statewide average in the percent of 25 to 64 year olds with a bachelor's degree (19.0% vs. 29.0%)². The *Census 2000 Supplementary Survey Profile* demonstrates that the percent of residents with a bachelor's degree or higher is significantly lower in the Quad Cities than other proximal metropolitan statistical areas (20.8 in the Quad Cities compared to 27.7 percent in Cedar Rapids, 36.2 percent in Bloomington/Normal, and 47.6 percent in Iowa City). Given lower levels of educational attainment, the median family income in the Quad Cities (\$37,371) is only 81.8 percent of the State of Illinois median family income (\$45,708), according to the *Census 2000 Supplementary Survey Profile*.

With the need for an expanded Quad Cities campus well documented, strong partnerships with local and regional community colleges will continue to prevent duplication of services and allow Western Illinois University-Quad Cities to offer 10 upper division bachelor's degrees, eight post-baccalaureate certificate programs, 15 master's degrees, one specialist, and one doctoral degree. Based on feasibility and need studies, additional high-quality programs, including an undergraduate minor in Communications,

² Source: *Educational Needs Index developed by the Lumina Foundation.*

Bachelor’s in Liberal Arts and Sciences, Executive Master’s in Business Administration, and Master’s in Engineering Management are being planned .

With the need for an expanded Quad Cities campus well documented, strong partnerships with local and regional community colleges will continue to prevent duplication of services, and will allow Western Illinois University-Quad Cities to offer 10 upper division bachelor’s degrees, four post-baccalaureate certificate programs, 13 master’s degrees, one specialist, and one doctoral degree.

Phase II development of the Western Illinois University-Quad Cities Riverfront Campus that is situated on donated, corporate property will supplement the existing 60th Street facility and display tangible results to current and future philanthropic partnerships. Most importantly, it fulfils Western Illinois University-Quad Cities highest priority, stated in *Higher Values for Higher Education*, the University’s Strategic Plan, to provide the necessary resources for economic, educational, cultural, and community development in west-central Illinois. Facilities growth is a necessary component to the Strategic Plan goal to achieve an on-campus enrollment of 3,000 in the short term.

QUANTIFICATION

Requested partnership funds will be used for planning for Phase II of the new Western Illinois University-Quad Cities Riverfront Campus that will supplement the existing 60th Street facility. Western Illinois University-Quad Cities will ensure that both facilities are used at optimal productivity and efficiency .Phase II development will establish the infrastructure to ultimately support over 3,000 non-traditional, place-bound, working professionals in a commuter-based environment. Phase II of the new Western Illinois University-Quad Cities Riverfront Campus will support academic programs in the College of Arts and Sciences, Education and Human Services, and Fine Arts and Communication, in addition to academic and student support services, operation and maintenance, and parking and security.

DEPENDENT RELATIONSHIPS

While there are no dependent relationships between this project and any other state-funded capital project, there are significant economic development gains to be noted. The Illinois Institute of Rural Affairs estimates that the 3,000 student enrollment and staffing in Phase I of Western Illinois University-Quad Cities Riverfront Campus expansion will raise the University’s annual economic impact from current levels of \$10 million annually to \$50 million annually. Furthermore, construction of the new Western Illinois University-Quad Cities Riverfront Campus is an essential centerpiece to the City of Moline’s economic redevelopment efforts that include over \$290 million in new construction and the creation of 2,000 new permanent jobs.

DESIRED COMPLETION DATE

This project will be completed as soon as possible after funds have been released. It is a vital part of Western Illinois University’s Strategic Plan, contributing to regional and statewide economic development, and to the institution’s goal of becoming the leading comprehensive university in the United States. The University has completed a master plan for the Riverfront Campus, finished asbestos abatement through the use of Housing and Human Services grants and internal reallocations, and a waits state funding to support construction on the site of the John Deere and Company donation.

Western Illinois University-Quad Cities Riverfront Campus Building Complex Two Planning (Priority 3)

Space Type	Net Assignable Square Feet	Multiplier Factor	Gross Square Feet (GSF)	\$/GSF	Cost
Office	4,600	1.70	7,820	\$232.51	\$1,818.2
Classrooms	12,000	1.50	18,000	224.60	4,042.8
Instructional Dry Laboratories	3,200	1.64	5,248	251.61	1,320.4
Supporting Facilities	7,715	1.20	9,258	209.77	1,942.0
Study (Library)	3,000	1.20	3,600	226.45	815.2

Special Use	4,000	1.80	7,200	224.71	1,617.9
General Use	9,934	1.90	18,875	268.46	5,067.5
Base Total	44,447	--	70,000	--	16,624.0
Added Costs ¹					4,487.7
Base Cost					21,111.7
Escalation ²					1,968.5
Expected Bid Date: 2/11					
Number of Months to Bid Date: 28					
Escalated Building Budget					23,080.2
Escalated Building Budget with Contingency (10%)					25,388.2
Adds:					
Architectural/Engineering (A/E) Fees (9.5%) ³					2,411.9
On Site Observation					385.0
Number of Months: 30					
Days Per Week: 4					
Reimbursable (5% of A/E fees)					139.8
Capital Development Board Administration Fee (3%)					83.9
Other Adds					720.0
Art in Architecture (0.5%)					146.4
Subtotal, Adds					3,887.0
Total Building Budget					\$29,275.2
Less Escalated Building Budget					(25,388.2)
Total FY10 Capital Request for Design					\$3,887.0
Other: Provide an estimate of annual state- supported operations and maintenance					
Number of additional staff: 3.0 FTE	Total		\$	<u>353.7</u>	
	Salaries and Related			124.3	
	Utilities			146.5	
	Repairs/Maintenance			82.9	

Source of cost estimate: *Western Illinois University Quad Cities Riverfront Campus*,

1. Added costs include: LEED Certification (6%); utilities and parking (14%), and site work (7%)

2. Uses 0.333 per month from base to bid date

3. Source for estimated A/E fees is Illinois Capital Development Board's *Professional Services and Fees Handbook for Centralized Negotiation* (Sept 2002).

4. Other adds include building commissioning and fixtures, furnishings & equipment.

PROJECT: WESTERN ILLINOIS UNIVERITY-MACOMB LIFE-SAFETY IMPROVEMENTS-PHASE I

PRIORITY: 4

RAMP BUDGET CATEGORY: Remodeling and Rehabilitation

REQUESTED FUNDING: \$12,047,800

BACKGROUND DATA

Western Illinois University is committed to optimizing state taxpayers' investment in higher education facilities and infrastructure. The University's Strategic Plan places strong emphasis on campus safety and accessibility. This request identifies critical building enhancements to facilities constructed between 1900 and 1978 (the date of the last state-supported facility to be constructed at Western Illinois University-Macomb). This request addresses a two-million square-foot infrastructure that does not meet 1994 electrical or mechanical provisions of the *Life Safety Code*. Non-code compliance poses significant liability to the state and Western Illinois University.

QUANTIFICATION

The mechanical, electrical, and fire alarm systems identified in this request are 30 years old or more and do not meet current provisions of the *Life Safety Code*. The University's *Life Safety Study* for all campus facilities will be used to assign priorities for updating buildings to meet code provisions, thereby allowing safe and accessible occupancy in accordance with the University's Strategic Plan and the statewide strategic plan for higher education, *IBHE 2011, A Strategic Plan for the Illinois Board of Higher Education*.

DEPENDENT RELATIONSHIPS

While there are no dependent relationships between this project and any other capital project, it is important to note that the University seeks state partnership funding for this project. Through internal reallocation the Western Illinois University Board of Trustees authorized sprinkling of the residence halls and code compliance for the east side of Hanson Field. Western Illinois University, therefore, seeks state partnership funding to eliminate non-code compliance liability to the state and the University.

DESIRED COMPLETION DATE

This project will be completed as soon as possible after funds have been released. It is a vital part of Western Illinois University's Strategic Plan, and the state's investment in campus safety, security, and accessibility.

Western Illinois University-Macomb Life Safety Enhancements (Priority 4)

Space Type	Net Assignable <u>Square Feet</u>	Multiplier <u>Factor</u>	Gross Square <u>Feet (GSF)</u>	<u>\$/GSF</u>	<u>Cost</u>
Compliance with <i>Life Safety Codes</i>			200,000		\$ 6,870.4
Base Total		--	200,000	--	6,870.4
Added Costs ¹					1,580.2
Base Cost					8,450.6
Escalation ²					895.7
Expected Bid Date: 6/10					
Number of Months to Bid Date: 18					
Escalated Building Budget					9,346.3
Escalated Building Budget with Contingency (10%)					10,280.9
Adds:					
Architectural/Engineering (A/E) Fees (11.5%) ³					1,182.3
On Site Observation					250.0
Number of Months: 18					
Days Per Week: 4					
Reimbursable (5% of A/E fees)					71.6
Capital Development Board Administration Fee (3%)					43.0
Other Adds					160.0
Art in Architecture (0.5%)					60.0
Subtotal, Adds					1,766.9

Total Building Budget
Other: Provide an estimate of annual state supported operations and maintenance

\$ 12,047.8

Number of additional staff:	FTE	Total
		Salaries and Related
		Utilities
		Repairs/Maintenance
		All Other

Source of cost estimate: *Life Safety Study Plan for Code Compliance Phase I*, completed by Rolf, Jenson, and Associates.

1. Added costs include: Asbestos abatement (5%), associated architectural work and ceiling replacement (12%), and elevator control replacement (6%).
2. Uses 0.333% per month from base to bid date
3. Source for estimated A/E fees is Illinois Capital Development Board's *Professional Services and Fees Handbook for Centralized Negotiation* (Sept 2002).
4. Other adds include: air monitoring services, commissioning

PROJECT: WESTERN ILLINOIS UNIVERSITY - WIU MACOMB CAMPUS SCIENCES COMPLEX PHASE I PLANNING

PRIORITY: 5

RAMP BUDGET CATEGORY: Buildings, Additions, and/or Structures

REQUESTED FUNDING: \$ 8,989,600

BACKGROUND DATA

The current College of Arts and Sciences' facilities, Currens Hall (physical sciences, 1970), and Waggoner Hall (life sciences, 1968), are obsolete in providing high-quality instructional laboratories. These facilities were constructed years before modern laboratory standards were developed by the American Society of Heating, Refrigerating and Air-Conditioning Engineers. Western Illinois University science facilities fall below acceptable indoor air quality and energy-efficiency standards. The antiquated laboratory fume-hood systems and poor quality heating, ventilation, and air conditioning systems yield inadequate comfort and humidity control. This produces extremely detrimental impacts on teaching, research, and student/faculty/staff recruitment and retention.

The basic teaching and laboratory layouts of Western Illinois University's current science facilities are pedagogically obsolete and do not easily allow for the integration of new science technologies. A new facility to house science-based programs will provide the ability to integrate new laboratory technologies with the latest in science pedagogy and will foster cross multidisciplinary interaction through the consolidation of departments from previously diverse locations. In addition, planning studies have been initiated to evaluate and program future projects to renovate Currens and Waggoner Halls (Phase II) to allow the College of Arts and Sciences to consolidate academic programs to a single campus locale and provide for additional facility improvements/enhancements for the humanities and social sciences which are critical to the mission of the College of Arts and Sciences. Requests for a Phase III renovation of Morgan Hall will follow Phases I and II requests.

The new science building in Phase I will also support new academic programs. This includes the new forensic chemistry program and a new nursing program as approved by the Western Illinois University Board of Trustees and Illinois Board of Higher Education.

QUANTIFICATION

Western Illinois University has completed a space planning and utilization study for a new state-of-the-art science facility during Fiscal Year 2007. The building will include both wet and dry instructional laboratories, office space, and classrooms. The facility will utilize green and sustainable technologies appropriately designed to meet academic needs and satisfy the University's goal to construct LEED Silver certified facilities. In addition, the project will include the provision for service drives, limited parking, exterior site development, and connections to Currens Hall and all required campus utility infrastructure.

DEPENDENT RELATIONSHIPS

Upon completion of this project, Western Illinois University will seek funds for the renovation of Currens Hall and Waggoner Hall (Phase II) as well Morgan Hall (Phase III) to consolidate the remainder of the College of Arts and Sciences. These actions are consistent with the newly developed Western Illinois University-Macomb campus master plan.

DESIRED COMPLETION DATE

Design will commence as soon as funds are received with total project completion estimated at 48 months.

Western Illinois University- Macomb Sciences Complex (Priority 5)

Space Type	Net Assignable <u>Square Feet</u>	Multiplier <u>Factor</u>	Gross Square <u>Feet (GSF)</u>	<u>\$/GSF</u>	<u>Cost</u>
Office	10,736	1.70	18,251	\$232.51	\$4,243.5
Classrooms	2,420	1.50	3,630	224.60	815.3
Instructional Dry Laboratories	3,200	1.64	5,248	251.61	1,320.4
Instructional Wet Laboratories	23,260	1.64	38,146	266.07	10,149.5
Special Use	32,600	1.80	58,680	224.71	13,186.0
Supporting Facilities	26,230	1.20	31,476	209.77	6,602.7
Base Total	98,446	--	155,431	--	36,317.4
Added Costs ¹					14,724.9
Base Cost					51,042.3
Escalation ²					4,079.3
Expected Bid Date: 10/10					
Number of Months to Bid Date: 24					
Escalated Building Budget					55,121.6
Escalated Building Budget with Contingency (10%)					60,633.8
Adds:					
Architectural/Engineering (A/E) Fees (9.6%) ³					5,820.8
On Site Observation					1,071.0
Number of Months: 30					
Days Per Week: 4					
Reimbursable (5% of A/E fees)					344.6
Capital Development Board Administration Fee (3%)					206.8
Other Adds					1,200.0
Art in Architecture (0.5%)					346.4
Subtotal, Adds					8,989.6
Total Building Budget					\$69,623.4
Less Escalated Building Budget					(60,633.8)
Total FY10 Capital Request					\$8,989.6

Other: Provide an estimate of annual state-supported operations and maintenance

Number of additional staff: 8.0 FTE	Total	\$ <u>1,075.2</u>
	Salaries and Related	358.9
	Utilities	335.8
	Repairs/Maintenance	380.5
	All Other	

Source of cost estimate: *Western Illinois University*

1. Added costs include: LEED Certification (6%); furniture, fixtures, and equipment (18%); utilities and parking (15.5%); high, sophisticated piping (1%)
2. Uses 0.333% per month from base to bid date
3. Source for estimated A/E fees is Illinois Capital Development Board's *Professional Services and Fees Handbook for Centralized Negotiation* (Sept 2002).
4. Other adds include building commissioning, testing and balancing

PROJECT: WESTERN ILLINOIS UNIVERSITY-MACOMB HEATING PLANT CAPITAL RENEWAL

RAMP BUDGET CATEGORY: Utilities

REQUESTED FUNDING: \$1,354,600

BACKGROUND DATA

The Heating Plant produces vital steam utilities (heating and cooling) which supports high-quality academic programs and university services. The Heating Plant, as recognized in the University's Strategic Plan, requires capital renewal funding to address optimal production, efficiency, and reliability. Through *Higher Values in Higher Education*, Western Illinois University continues to audit university facilities and infrastructure to determine life-cycle and replacement needs of equipment and ancillary structures. Results of these efforts provide the basis for the University's request.

QUANTIFICATION

An in-depth boiler inspection for three of the five university boilers was conducted in July 2005. Results indicate that refractory and tube rework is necessary. These boiler inspections are part of a larger Heating Plant assessment commissioned from an outside engineering firm. The University's capital renewal request includes only essential boiler work and piping/electrical system upgrades. It is Phase I for critical future Heating Plant capital renewal needs. Future phases of Heating Plant work will need to address masonry stack replacement, steam pipe replacement, and replacement of electrical switchgear housed in the building. This long-term commitment protects the State's investment in mission-critical infrastructure to sustain the physical environment of all academic programs and university services.

DEPENDENT RELATIONSHIPS

Fund participation by the University's Bond Revenue System for the project allocation of 50 percent is not a dependency. Phase I of the project scope can be modified if fund participation is not received.

DESIRED COMPLETION DATE

As soon as possible after the release of funds. Uninterruptable and efficient energy delivery is essential to sustain all academic programs and university services.

Western Illinois University-Macomb Capital Renewal Request

Space Type	<u>Net Assignable Square Feet</u>	<u>Multiplier Factor</u>	<u>Gross Square Feet (GSF)</u>	<u>\$/GSF</u>	<u>Cost</u>
Gas boiler, plumbing, and electrical upgrades			13,000		\$988.1
Base Total		--	13,000	--	988.1
Added Costs ¹					--
Base Cost					988.1
Escalation ²					40.0
Expected Bid Date: 7/10					
Number of Months to Bid Date: 12					
Escalated Building Budget					1,028.1
Escalated Building Budget with Contingency (10%)					1,130.9
Adds:					
Architectural/Engineering (A/E) Fees (7.5%) ³					84.8
On Site Observation					65.2
Number of Months: 8					
Days Per Week: 4					
Reimbursable (5% of A/E fees)					4.5
Capital Development Board Administration Fee (3%)					55.0
Other Adds					
Art in Architecture (0.5%)					6.7
Subtotal, Adds					223.7
Total Building Budget					<u>\$1,354.6</u>
Other: Provide an estimate of annual state supported operations and maintenance					
Number of additional staff:	Total				
	Salaries and Related				
	Utilities				
	Repairs/Maintenance				
	All Other				

Source of cost estimate: Western Illinois University Physical Plant

1. No added costs.
2. Uses 0.333% per month from base to bid date
3. Source for estimated A/E fees is Illinois Capital Development Board's *Professional Services and Fees Handbook for Centralized Negotiation* (Sept 2002).
4. Other adds include: testing and balancing and commissioning

ACADEMIC & STUDENT SERVICES COMMITTEE REPORT

Trustee Griffin noted two items for the Academic & Student Services Committee.

FY 2008 Performance Report

Vice President Joe Rives stated the Performance Report is the institution's performance against the statewide Strategic Plan as you heard Dr. Goldfarb talk. The state is updating its strategic plan itself. As part of that charge, institutions were asked to go back and look at benchmark groups and see if they are still the right ones for the last four years or whether adjustments needed to be made. We worked back and forth with the National Center for Higher Education Management Systems, as well as the Board and our shared governance and on page 160, there are set of peer groups for both Macomb and Quad Cities we would like to propose to you. There are some additions and deletions from the previous peer group we used and that really has to be expected because earlier this morning you talk about successful advancement of higher values in higher education and how it is changing the flavor of the institution, so we continue to escalate up the rungs of quality.

As you look at the schools added for Macomb, there are a couple of changes to what is printed because the Faculty Senate in particular really went through this with a fine tooth comb and what they are suggesting to all of us is that we not compare ourselves in Macomb to California State-Bernardino but rather we keep California State-Chico. The reason for the switch is while Bernardino may be more empirically similar to Western–Macomb, Bernardino is in the valley with four million people. It does make a lot of sense and it also simplifies the selection of peer groups in both a really arts and science form.

The other change I would like to remark to you is thank you to Faculty Senate, we are suggesting not using SUNY at Buffalo in its place use the College of Charleston which does in fact operate like a state institution even though it has the name college of as a historic artifact.

As you look at the schools removed from our last comparison group, the ones that probably strike you the most are Eastern Illinois University and Southern Illinois University-Edwardsville. For the purposes of the Illinois master plan in higher education, institutions were asked not to compare within Illinois but rather look outside Illinois to see how the aggregate of Illinois is compared to the nation. Of course with UI Springfield in our neighborhood and SIU-E in our neighborhood, we would continue to look at Illinois in state schools as we do benchmarking, but this is what we are reporting to Illinois Board of Higher Education.

As you look at the Quad Cities, you will see a couple of Illinois schools – Governors State, a handful of schools like the Quad Cities that really focuses on junior and senior graduates. UI-Springfield, even though they are entering the freshman and sophomore instruction, their preponderance of their activity at least for now still remains on that upper division experience. There are some Illinois schools and that was okay with IBHE. The two schools added for Quad Cities is Penn State-Harrisburg - identical to the Quad Cities campus and was neat to find another school out there like us, as well as Texas A&M-International in southern Texas.

What we would like to do is next year bring you Western's advancement on statewide strategic plan and look at things at how enrollment compared to graduation and how our retention rates compared to these schools. For salary, we will still continue to use the UPI/WIU agreed upon schools and for colleges and other non-academic units that have discipline specific, we will continue to make the message – use some of these but there might be occasion for you and your discipline or service area to look at our school. This group that you are reading before you, unless there are any objections, would be how we would compare those general university measures.

Enrollment Benchmarking

Vice President Johnson asked Eric Campbell, Director of Admissions to join him for the report. We want to basically bring you up to date. There have been several indicators already by numbers in some areas are off a little and others we have made some improvements. Eric and the staff have done a great job over the course of time and we also have Andy Borst from the Quad Cities as well. We also have Rhonda who is our statisticians who takes care of putting the numbers together for our report.

Rhonda Kline stated the focus of this report is primarily for new students, our new freshmen, our new transfers and our new graduate students. As you can see it's lots of pages with tables so I am not going to read them to you. I will highlight some of the trends seen in the enrollment. The benchmark institutions that are used are the Illinois public universities because the majority of our freshmen and transfers come from Illinois. I have collected some 2008 preliminary data. I did not put it in the report because it has not been officially reported by the public universities and with this being a public document, I did not print it at this time but I can report that to you later, perhaps in December. I want to highlight some key points of the freshmen, transfers and Eric will talk about some of his strategies. The last two pages of the report are the admissions, executive summary as well as strategies for the next year.

For first time freshmen, I do have a preliminary total for all the public universities for fall -- the total is down slightly from 26,232 in 2007 to 26,003 so we are down about 230 students. At Western, we have maintained a pretty high number of applicants with the last two years being a total of 8,000. As Dr. Goldfarb mentioned, our freshmen enrollment did decrease this year to 1,816 and last year it was 1,956. In terms of freshmen quality measures, we are maintaining our ACT score, our high school GPA and our freshmen retention did go up a little bit of course that is on last year's class. It went up 5% from last year. The ACT score for regular admits is 21.6 and that has been maintaining. The high school GPA we look at that every year and it is always around 3.0. This year is 2.98 and last year 3.01, so for the last five years it has been pretty consistent. On new transfer students, I also have preliminary from the Illinois publics and they also show a decrease of 1.5%. They total 15,806 in 2007 and 15,577 in fall 2008. Transfer enrollment at Western did increase this fall about 2% - it went from 1,247 to 1,273 and this is across all campuses.

On graduate students, I do not have preliminary data from the public so I do not have a comparison, but our Western new graduate enrollment did increase from 601 to 657 in this fall 2008 with a 9.3% increase. Overall, the graduate enrollment increased nicely to 11% up total new grad students this fall.

The extension enrollment increased a great deal this fall from 781 to over 1000. I will leave the Quad Cities to Andy and Joe. Those are some of the highlights that I have from the report.

President Goldfarb thanked Rhonda, and, just so the Board is aware, we will have the 2008 data by the December meeting. We are just waiting on reporting from the State.

Director Campbell commented it is never a comfortable situation when the Director of Admissions has to sit in front of the Board of Trustees and say we did not reach our enrollment goals. However, I think there is lots of information in this report that will point to some areas that were the key factors that affected our ability to capture and hold that class of 2008 here at Western. Before I begin my remarks, I do want to send some thank yous out because I think it is very important for the Board to know that Dr. Goldfarb has been very involved in recruitment activities - traveling on the road with me, which is rare at any university. He has been extremely helpful in getting the additional 8,000 new applications this year.

When we look at some of the things that we were not able to accomplish, we also look at the accomplishments that we made throughout the year. The fact that we have maintained 8,000 new

freshmen applications is significant in this economy. Before I came to Western, our applicant pool was about 7,200 and in my second year, it grew to 7,500 and last year we were over 8,000 and this year at 8,000 again. What does that say? We can draw lots of conclusions but the consecutive year in a row shows that the work that we have done, the strategies that we have put together with marketing are working now. As you know, it takes longer than one year before we start to see some things happening. When you start to see a consecutive year - a growth in terms of the applicant pool, it shows that the efforts are beginning to work. One of the things that we also had to look at is our show rate. Consistently historically, Western's show rate which is the number of students that have been accepted compared to a number of those students that have actually enrolled at Western has consistently been in the low to mid 30s and it continues to be there. Now this year was lower because we did not meet our goal but it has consistently been in that area. We will try and do some things this year to change that. The way that we change that is by giving students to respond to us quickly. We also had a 3.3% increase in first time freshmen minority students this year. We had a 2.1% increase in transfer student enrollment and freshmen student retention increase from 72.3% to 73.1% which is significant as well.

Vice President Johnson added one of our big concerns over the last number of years has been our transfer student population, so we have seen that come back.

Director Campbell noted last year there were several national trends, as well as state trends which indicated that students were responding later in the application process as well as transfer students. As a matter of fact, we began at the beginning of the recruiting season behind the eight ball in terms of applications. We made up significant ground toward the end of the year and I had conversations with Dr. Goldfarb and Dr. Johnson about that as we progressed throughout the recruitment season. Some of the factors that hindered our ability to be successful were late students responding to our recruiting efforts, fears about uncertain finances leading to more students opting for community colleges; and in June, when the cost of gasoline hit \$4.00 a gallon, we saw a significant number of students cancel their application for admission to Western specifically. One of the other factors is the fact that parents and students continue to view college as a commodity as opposed to looking at educational opportunities.

Now in fall of 2008, beyond a shadow of a doubt, we know that we lost 145 students to community colleges specifically. We know the names of the community colleges that those students attended, so we know the economy was a factor in enrollment this year. Additionally, 54% of 268 students that canceled their applications attended community colleges and we have their names and colleges attended.

Now this is not a gloom and doom statement for us. I have passed out our new view book. In that view book, we have spent lots of time positioning Western. I think Trustee Epperly knows in terms of marketing, there are a number of things we have to do and one of those things is create a mix of things called marketing mix. We have to create ways and opportunities for students to get information about Western through our websites, view books, conversations we have with people, and the messages that we provide in our brochures.

We will do a number of things this year to enhance our recruitment efforts that we have already put into place in the previous two years. On the last page is a list of action plans that I have put together that we are implementing this year to enhance what we are doing in the recruiting efforts right now.

One of the things we know is that it is becoming increasingly difficult to communicate with students at their level. Social networking, electronic communications – we have to continue to try more and more every year to change the way we communicate with folks. It changes every year and every year we have a new batch of people that have different ideas of how they communicate with colleges and universities, so we are doing different things.

This year we will implement the use of online chat sessions. We will also do some web 2.0 technology - virtual college fair on November 9th where students have an opportunity to go in without leaving their home and get information about Western and talk to other Western students about what they are doing here at this University and why they decided to attend. We have developed a series of high-quality academic program brochures. We are highlighting cost guarantee for transfer students on page 4 of the brochure, and we think that was significant this year. At the last minute, transfer students began to respond and we were able to bring them in because of the cost guarantee. We also highlighted Western's signature programs in effort to continue to position us in finding competitive marketing advantage for Western. We will continue to do that and look for opportunities that differentiate Western from other institutions not only in the State of Illinois but across the country. We still do get students from 50 states and 90 different nations. We still have to provide information that will attract students and the creation of the new Engineering and Nursing programs is certainly going to be a benefit to us.

We are also going to create and look at other activities we can work with our alumni so we can have those folks in contact with students who are interested in attending Western. They have a number of initiatives that I am working on with the Alumni Association. In fact in November, this will be the second year that we have worked with high school administrators and those are the people and decision makers who send their students to Western. Their counselors, principals, vice principals and folks we have direct contact with are invited to an event where we have an opportunity to speak to them directly about Western. They are alums of this University who work in the public school system in Chicago and the metropolitan area. It has proven to be very successful and we will continue doing those kinds of events. I know I talked about a lot of things and I want to give you an opportunity to certainly ask me questions, so I will be quiet now.

Vice President Johnson commented we found that for a number of years we had lots of high school counselors and administrators in Chicago area with Western connections. We are finding lots of those people have retired and now some new younger counselors and administrators are coming in who have affiliations with other institutions. Part of what we need to do is make certain that we are educating those people to understand what we have to offer at Western. We are going to be looking at some strategies for doing that in terms of making certain those people are not just looking at their own institutions where they graduated but also hear our message and the advantages we provide as an institution as well.

Trustee Epperly asked about the event in Chicago and whether it covered all metropolitan. Director Campbell replied this has been specifically designed around the City of Chicago but we opened it up this year to metropolitan Chicago as Area 3. There are a number of high schools in that specific geographic location. The public schools are divided into different districts as you know, so we opened it up to suburban Chicago as well.

Trustee Ehlert asked for a few words about progress in the Quad Cities. Andrew Borst responded I have a few updates about the Quad Cities. First, we have organized our admissions staff as we had an admissions counselor for undergraduate and admissions counselor for graduate. Through reallocation of funds, we will be adding additional staff members to focus on recruiting from Quad Cities businesses, underrepresented students and also taking a look at students who applied, were accepted, but chose not to enroll with us. In effect, we will be going from two admission staff to five staff members.

Second, we are looking at putting our partnership with Black Hawk into action. We began joint recruiting with them working with the students choosing to go to community colleges. We hope that will open the door for us to get those students and let them know that Western is the next step for them. Scott Community College has asked us to do something similar. We are hoping to expand to Sauk Valley. Those are currently the Quad Cities main feeder programs.

Finally, if you would like, we can share with you our recruitment plan which lays out events we attend and specific steps in our recruitment, as well as our Quad Cities specific recruitment.

Director Campbell added I want to make one other point, it is important for the Board to understand that we have three institutions in the State of Illinois that are responsible for recruiting more than 50% of the total population of new incoming freshmen. University of Illinois-Champaign Urbana, University of Illinois-Chicago and Illinois State University have all vamped up their numbers which means that our market share is smaller. If you want to talk in terms of competition, it is extremely competitive and we have to continue to find ways to differentiate ourselves in the market.

President Goldfarb commented that Southern Illinois-Edwardsville is expanding, the University of Illinois-Springfield is going into their first and second year programming, and University of Illinois have announced that they increased by 1,000 transfer students which has not been previously one of their key areas of the market. They are coming more competitive.

Vice President Johnson stated that community colleges want desperately to deal out four-year degrees. We are tremendously heavy in higher education opportunities in the State of Illinois--far so more than many other states.

President Goldfarb added at the same time probably having a small percentage of out-of-state students at larger institutions than other states which means we are all competing for the same students statewide.

Vice President Johnson noted that Illinois remains the second largest exporting state of students in the country, after New Jersey--I know I would leave there but I am not sure if I would leave Illinois.

Vice President Rives added that in the Quad Cities, we are all saying we need to get more agile. We formed a new relationship with Black Hawk College and the new relationship is we at Western can teach freshman and sophomores classes on our campus if Black Hawk does not offer the same course. We will be piloting with bachelors and liberal arts and sciences programming coming up in the fall, so that is kind of new territory for us. We are also, as Andy mentioned, doing joint recruitment. Black Hawk is recruiting to Western and Western is recruiting to Black Hawk which is pretty innovated. One of our challenges and why we reallocated clerical positions in state money over time to make admission positions is demographics. We have students from Southern Wisconsin coming down and Minnesota, so it is becoming more a regional institution than extension site. I really want to thank the administrative team who said we will provide extra clerical help and we will save our money and pay these new admission positions that benefit both campuses. Our staff, as well as Eric's staff, does a great job of representing Western, and it is not just wearing one hat at one campus. All together we make great things happen.

Provost Thomas commented I also want to commend Eric for what he has done with the signature academic programs. I think this is a way to market the institution in what we build in academics and also with what we will be doing with the Engineering program. I appreciate seeing that in the view book.

Chair Nelson stated I also say even though Illinois is exporting a large number of students that may go down or decrease based upon the economic environment we are living in the present time and the cost of out-of-state tuition. Maybe it will change. I do think it is important for us to have these relationships with these community colleges, and these students, hopefully, will be able to transfer to Western.

Director Campbell noted that we have great relationships and articulation agreements are growing with all the community colleges throughout the state. What we have to continue to do is work towards making seamless transitions for those students in those articulation agreements. Becoming transfer friendly is a

major issue for students coming from a two-year institution and so I am very pleased. I have been working with the Provost's Office in identifying programs that can be tweaked and fixed and designed to make it easier for a student to transfer to Western.

SGA President Dulski offered his help with student recruitment at his high school.

Director Campbell added we certainly are getting more students actively involved in our recruiting process. As a matter of fact, we have hired more student workers to work with our Discover Western program so they can have access to students and parents as they come on campus. Dr. Johnson was very instrumental in helping us make that happen as well. We wanted to give students the opportunity to have conversations with other students and to also provide better customer service when we have larger groups. On Monday, we had 700 people on campus so we want to make sure there is customer service for that group and that we don't have to have 45-50 people who are on a university tour, but we also want students to be able to interact with other students and parents while they are on campus so that is my goal to have more student involvement in a recruitment process.

Director Campbell noted we have 11 admission counselors and most of them are regional representatives that are stationed throughout the State of Illinois from Chicago all the way down to almost St. Louis. At the beginning of our recruiting season, the first two weeks of September, I travel throughout the State of Illinois with the other 11 directors of admissions from the state universities. We travel throughout all of the regions where all the institutions are located and we spoke to 1,600 high school counselors this year and that is an opportunity for us to talk about our respective institutions and provide them with the latest updated information in these view books.

Vice President Johnson added high schools do college fairs as well. The reality is the book itself is probably something that parents to some extent appreciate more because most of the students spend most of their time looking for institutions on the internet. That is why everything we do tries to drive students to the internet to our web site because that is what they like to do.

Trustee Nelson asked if there was a virtual tour yet on the web. Director Campbell replied not yet. We started working on it last year. I had a student actually from Macomb High School start working on the project and unfortunately the project got pulled because they had some other responsibilities and they could not finish it, but that is something we want to do is bring on a virtual tour. Chair Nelson noted to put the Recreation Center on it, too.

Trustee Epperly asked if the Macomb campus website is being redesigned. Vice President Rives responded, yes – we are working with representatives right now to form a committee, and once we get that solidified, the work will start with focus groups internally and externally.

Director Campbell noted the admissions website has gone through some significant changes over the past couple years. We have made it easier for students to go online and with fewer clicks go through so they can get the information immediately. We have added new information - ways for to students to go and find out when we will visit their high schools. We have added electronic brochures where students can go online and request information about program and it will go into e-mail in five minutes. On and on, we are still moving forward.

Trustee Epperly asked if we utilized e-mail distribution lists to counselors. Director Campbell replied, yes.

Higher Values in Higher Education 2008-2018, the University's Strategic Plan, charges Western Illinois University to increase enrollment to 12,500 on the Macomb campus and to 3,000 on the Quad Cities

campus, while maintaining our historically low student-to-faculty ratios and creating a student body of high-achieving and diverse learners.

This information is designed to provide the Western Illinois University Board of Trustees with enrollment benchmarking information for the two campuses of Western Illinois University. The information is divided into two sections. The first provides numeric comparisons, and the second provides context for observations and plans.

From fall 2003 through fall 2007, Illinois public university enrollment increased slightly (0.5 percent), while community college enrollment decreased 4.8 percent and independent institutions increased 10.6 percent (Table 1). Total enrollment in Illinois higher education increased 1.0 percent in the same time period.

Fall	Public Universities		Community Colleges		Independent Institutions**		Illinois Total	
	Headcount	Percent Change	Headcount	Percent Change	Headcount	Percent Change	Headcount	Percent Change
2007	202,191	(0.3)	347,599	(0.8)	257,713	2.5	807,503	0.3
2006	202,853	0.3	350,508	(0.7)	251,549	3.1	804,910	0.7
2005	202,325	0.9	352,824	(2.9)	244,025	2.6	799,174	(0.3)
2004	200,467	(0.3)	363,204	(0.5)	237,877	2.1	801,548	0.3
2003	201,118	0.4	365,019	3.2	233,079	2.6	799,216	2.3

*Includes Undergraduate and Graduate student enrollment

**Out-of-state institutions are excluded from Independent Institutions. Out-of-state institutional preliminary headcount was 8,174.

Source: Illinois Board of Higher Education

Numeric Comparisons

First-Time Freshmen Applications

Because approximately 97 percent of new freshmen enrolled at Western Illinois University are from Illinois, the following enrollment comparisons are made in relation to Illinois public universities.

- Statewide, first time freshmen applications are up 8.2 percent from fall 2007 to fall 2008 (Table 2).
- Western Illinois University first time freshmen student applications remained at over 8,000 for the second consecutive year.
- In fall 2008, 145 prospective WIU first-time new freshmen who cancelled their application enrolled at a community college.

	2006	2007	2008	2007-08 % Change
Southern Illinois University-Carbondale	8,591	9,486	11,637	22.7%
University of Illinois-Springfield	1,038	1,086	1,265	16.5%
Southern Illinois University-Edwardsville	6,015	7,011	8,029	14.5%
Chicago State University	2,574	3,114	3,524	13.2%

Illinois State University	12,404	12,668	14,003	10.5%
Northeastern Illinois University	3,471	3,512	3,837	9.3%
University of Illinois-Urbana/Champaign	22,363	21,641	23,237	7.4%
Northern Illinois University	15,999	16,463	17,258	4.8%
University of Illinois-Chicago	13,435	13,895	14,527	4.5%
Eastern Illinois University	7,517	7,374	7,546	2.3%
Western Illinois University	7,567	8,104	8,072	-0.4%
Statewide Total	100,974	104,354	112,935	8.2%

First-Time Freshmen Acceptances and Show Rates

In fall 2008, Western Illinois University accepted (admitted) 5,528 of the students who applied for admission. A common metric used in university enrollment and income fund planning is to calculate the institutional “show-rate,” which is the number of fall first-time freshmen divided by the number of accepted applications.

- WIU first-time freshmen show rates ranged from 34.7 percent to 35.8 percent from fall 2005 through fall 2007. This compares to a state average range of 37.6 percent to 40.0 percent for the same time period (Table 3).
- Fall 2008 WIU first-time freshmen show rate is 32.9 percent.

	<u>2005</u>	<u>2006</u>	<u>2007</u>
University of Illinois-Urbana/Champaign	48.4%	52.3%	45.2%
Illinois State University	39.6%	38.9%	37.2%
Northeastern Illinois University	46.0%	43.3%	38.8%
Southern Illinois University-Edwardsville	42.1%	41.2%	39.2%
Southern Illinois University-Carbondale	34.4%	37.0%	37.9%
University of Illinois-Chicago	37.4%	37.7%	37.9%
University of Illinois-Springfield	43.4%	36.7%	38.1%
Western Illinois University	34.7%	35.8%	35.0%
Chicago State University	32.2%	37.1%	34.1%
Eastern Illinois University	28.8%	32.5%	32.4%
Northern Illinois University	32.1%	31.8%	29.3%
Statewide Average	38.5%	40.0%	37.6%

Source: Integrated Postsecondary Education Data system (IPEDS), Fall 2005 through Fall 2007

First Time Freshmen Enrollment

- Overall, preliminary total fall 2008 Illinois public university first time freshmen enrollment decreased slightly (0.9 percent) from 26,232 in fall 2007 to 26,003 in fall 2008.
- Western Illinois University fall 2008 first-time freshmen enrollment was 1,816, a 7.1 percent decrease from fall 2007 (Table 4).

	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2006-07</u> <u>% Change</u>
University of Illinois-Chicago	2,776	2,852	3,291	15.4%
Southern Illinois University-Carbondale	2,470	2,380	2,636	10.8%
University of Illinois-Springfield	138	243	261	7.4%
Chicago State University	451	423	448	5.9%
Southern Illinois University-Edwardsville	1,748	1,794	1,860	3.7%
Western Illinois University	1,816	1,922	1,956	1.8%
Illinois State University	3,179	3,200	3,145	-1.7%
Eastern Illinois University	1,719	1,830	1,725	-5.7%
Northern Illinois University	3,179	3,282	3,013	-8.2%
University of Illinois-Urbana/Champaign	7,237	7,580	6,940	-8.4%
Northeastern Illinois University	1,058	1,114	957	-14.1%
Statewide Total	25,771	26,619	26,232	1.5%

Source: Integrated Postsecondary Education Data system (IPEDS), Fall 2005 through 2007

First-Time Freshmen Quality Measures

The percent of Western Illinois University new freshmen graduating from the top 25 percent of their high school class decreased slightly, from 21.8 percent in fall 2007 to 21.7 percent in fall 2008. Western's average ACT score for regularly admitted first time freshmen remained at 21.6, and the overall high school grade point average was 2.98, down slightly from 3.02 in fall 2007.

In making comparisons, it should be noted that Western Illinois University does not make admissions decisions based on high school percentile rank. For regular admission, Western Illinois University requires a grade point average greater than or equal to 2.50 on a 4.00 scale and an ACT/SAT composite score greater than or equal to 20/920. Institutions that admit students using high school percentile rank may have a higher percentage of freshmen graduating from the top 25 percent of their high school graduating class.

In making average ACT score comparisons, it is important to note that the state of Illinois college-bound freshmen distribution is skewed by the large enrollments at both the University of Illinois-Urbana/Champaign and Chicago, and Illinois State University, which comprise over 50 percent of the total first time freshmen enrollment in Illinois higher education. Looking at a normal distribution of all national college bound freshmen shows that Western Illinois University is approximating the national average (Table 5).

	<u>Fall 2007</u>	<u>Fall 2008</u>
State of Illinois College-Bound Freshmen	22.5	22.4
Western Illinois University Regularly Admitted Freshmen	21.6	21.6
WIU Difference above (below) State Average	(0.9)	(0.8)
National College-Bound Freshmen	21.9	22.0
WIU Difference above (below) National Average	(0.3)	(0.4)

Source: ACT High School Profile Report, 2008 and WIU Institutional Research & Planning

It is also important to consider what the average ACT score includes and excludes. It includes 90 first time freshmen enrolled in a growing Honors Program. It excludes the over 300 students who do not meet regular admissions requirements but are admitted to Western Illinois University through the Office of Academic Services (OAS). The University's OAS program, the largest in the state, reinforces the institutional values of educational access and opportunity. Students in the OAS program graduate at rates less than but comparable to regularly admitted students (six-year graduation rates for the fall 2001 cohort were 54.0 percent for OAS students and 57.2 percent for regularly admitted students).

New Transfer Applications

- The number of new transfer applications is up 6.8 percent statewide.
- While Western Illinois University experienced a decline in transfer applications from fall 2007 to fall 2008, total transfer enrollment increased from 1,247 in fall 2007 to 1,273 in fall 2008 (Table 6).

	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2007-08</u> <u>% Change</u>
Governors State University	1,271	912	1,510	65.6%
Northeastern Illinois University	1,893	1,744	2,406	38.0%
University of Illinois-Springfield	1,219	1,211	1,620	33.8%
University of Illinois-Urbana/Champaign	2,540	2,445	3,014	23.3%
Southern Illinois University-Edwardsville	2,646	2,540	2,888	13.7%
Southern Illinois University-Carbondale	3,159	3,121	3,346	7.2%
Illinois State University	4,223	4,329	4,528	4.6%
Eastern Illinois University	1,758	1,677	1,724	2.8%
Northern Illinois University	5,163	5,036	5,095	1.2%
Western Illinois University	2,205	2,093	1,966	-6.1%
University of Illinois-Chicago	5,963	6,256	5,797	-7.3%
Chicago State University	892	1,195	892	-25.4%
Statewide Total	32,932	32,559	34,786	6.8%

New Transfer Enrollment

- Preliminary enrollment for new transfer students enrolled at Illinois public universities showed a 1.5 percent decrease from fall 2007 to fall 2008. New transfer enrollment totaled 15,806 in fall 2007 and 15,577 in fall 2008.
- Western Illinois University new transfer enrollment increased to 1,273 (2.1 percent) from fall 2007 to fall 2008.
- The Transfer Cost Guarantee began fall 2008, offering fall 2007 tuition, fees, room and board to new 2008 transfer students with Associate’s degrees.

	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2006-07</u> <u>% Change</u>
University of Illinois-Chicago	1,307	1,283	1,651	28.7%
Northern Illinois University	2,355	2,135	2,350	10.1%
Eastern Illinois University	1,148	1,052	1,101	4.7%
Northeastern Illinois University	1,200	1,119	1,170	4.6%
Illinois State University	1,754	1,790	1,781	-0.5%
University of Illinois-Springfield	640	627	624	-0.5%
Southern Illinois University-Carbondale	2,833	2,664	2,625	-1.5%
University of Illinois-Urbana/Champaign	1,081	883	858	-2.8%
Governors State University	662	632	578	-8.5%
Southern Illinois University-Edwardsville	1,300	1,347	1,211	-10.1%
Western Illinois University	1,403	1,423	1,247	-12.4%
Chicago State University	794	751	610	-18.8%
State Total	16,477	15,706	15,806	0.6%

Source: Illinois Board of Higher Education

Extension Enrollment

- WIU fall 2008 total extension enrollment increased 31.9 percent from fall 2007. Graduate extension enrollment increased 53.4 percent, while undergraduate extension increased 4.1 percent.

	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2007-08</u> <u>% Change</u>
Undergraduate	354	362	341	355	4.1
Graduate	556	541	440	675	53.4
Total Extension	910	903	781	1,030	31.9

New Graduate Student Applications

- Statewide, new graduate student applications for admission at Illinois public universities are up 5.0 percent.
- While Western’s graduate applications decreased between fall 2007 and fall 2008, new graduate student enrollment increased from 601 to 657 new graduate students, a 9.3 percent increase.

Table 9
New Graduate Student Applications Received by July 1 for Fall 2006 Through Fall 2008
At Illinois Public Universities

	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2007-08</u> <u>% Change</u>
University of Illinois-Springfield	1,316	1,128	1,748	55.0%
Southern Illinois University-Edwardsville	1,723	1,841	2,732	48.4%
Illinois State University	2,131	2,117	2,870	35.6%
Northeastern Illinois University	569	508	650	28.0%
Eastern Illinois University	956	782	944	20.7%
Southern Illinois University-Carbondale	3,518	3,631	3,885	7.0%
Chicago State University	456	410	427	4.1%
University of Illinois-Urbana/Champaign	13,836	14,616	14,851	1.6%
University of Illinois-Chicago	10,696	10,466	10,189	-2.6%
Western Illinois University	1,311	1,321	1,260	-4.6%
Northern Illinois University	3,833	3,788	3,450	-8.9%
Governors State University	2,049	2,049	1,791	-12.6%
Statewide Total	42,394	42,657	44,797	5.0%

New Graduate enrollment

- Illinois public university preliminary fall 2008 graduate enrollment data are not available at this time.
- WIU new graduate enrollment increased from 601 in fall 2007 to 657 in fall 2008, a 9.3 percent increase.

Table 10
New Graduate Student Enrollment at Illinois Public Universities
Fall 2005 Through Fall 2007

	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2006-07</u> <u>% Change</u>
Eastern Illinois University	412	390	456	16.9%
University of Illinois-Urbana/Champaign	2,273	1,861	2,119	13.9%
University of Illinois-Chicago	1,783	1,914	2,148	12.2%
Illinois State University	534	525	516	-1.7%
Southern Illinois University-Carbondale	805	852	836	-1.9%
Chicago State University	119	102	100	-2.0%
Northern Illinois University	1,395	1,411	1,340	-5.0%
Western Illinois University	639	705	601	-14.8%
University of Illinois-Springfield	456	521	433	-16.9%
Northeastern Illinois University	744	651	514	-21.0%
Southern Illinois University-Edwardsville	563	615	455	-26.0%
Statewide Total	9,941	10,281	9,997	-2.8%

Source: Illinois Board of Higher Education

Total Enrollment Comparisons

Quad Cities enrollment increased from 1,331 in 2007 to 1,360 in fall 2008 (2.1 percent). New transfers students were up from 184 in fall 2007 to 196 in fall 2008. New graduate students remain unchanged at 139.

Total enrollment at the Macomb campus decreased over the past two years, from 11,368 in fall 2006 to 10,785 in fall 2008. A portion of this decrease can be attributed to a very large fall 2004 first-time

freshmen class (2,085) graduating May 2008. This class was followed by a smaller first-time freshmen class in fall 2005 (1,816).

Enrollment Planning and Observations

Student recruitment is a shared responsibility at Western Illinois University. Administratively, the Admissions Office, School of Graduate Studies, and Western Illinois University-Quad Cities each have roles and responsibilities. A sampling of actions designed to increase enrollment on the two campuses of Western Illinois University is displayed below. Of course, there are many more actions that influence student recruitment and retention, such as increased scholarship support from the Comprehensive Campaign. The following are, therefore, samples of the many recruitment activities occurring at Western Illinois University.

Undergraduate Admissions

During the 2007-08 recruiting season, the WIU admission staff participated in college fairs, along with high school and community college recruitment visits in Illinois, Iowa, and Missouri. The Office of Admissions also coordinated recruitment activities with faculty and staff members from DSS, BOT, Engineering Tech, and LEJA. Below is a quantitative summary of admissions activities.

- 1,285 individual visits to high schools and community colleges.
- 110 college day and night programs sponsored by the Illinois Association of College Admission Counselors with 835 schools participating.
- 16 college day and night programs sponsored by the Missouri Association of College Admission Counselors.
- Four college day and night programs sponsored by the Iowa Association of College Admission Counselors.
- 72 non-sponsored college day and night programs in Illinois, Iowa, and Missouri.
- 11 specialized programs for students of color and/or economically disadvantaged.
- Eight special presentations to high school juniors and seniors and their parents.
- Two on-site admission programs.
- Two career programs and two special needs programs.
- 19 State University Transfer Days held at selected community colleges around the state that provided updated information regarding WIU highlights, program changes, and articulation/IAI policies to community college counselors and staff.
- Welcome receptions were held in five locations: Arlington Heights, Matteson, Oak Brook, Springfield and Moline.
- The five receptions attracted 310 prospective students. Of those, 252 students enrolled fall 2007 (81 percent yield).
- An appreciation luncheon was provided by 12 high school guidance counselors.

Fall 2008 Undergraduate Enrollment Highlights

- Total undergraduate enrollment decreased 3.70 percent, from 11,147 students in fall 2007 to 10,735 in fall 2008.
- Macomb campus undergraduate enrollment decreased 4.4 percent, from 10,151 students in fall 2007 to 9,709 students in fall 2008. Quad Cities undergraduate enrollment increased 2.4 percent, from 655 in fall 2007 to 671 in fall 2008.
- Fall 2008 new freshmen student enrollment decreased 7.2 percent, from 1,957 in fall 2007 to 1,816 in fall 2008.
- Fall 2008 new transfer student enrollment increased 2.1 percent, from 1,247 in fall 2007 to 1,273 in fall 2008. Macomb new transfer student enrollment decreased 0.2 percent, from 1,035 to 1,033

while Quad Cities new transfer enrollment increased 6.5 percent from 184 to 196 and Extension transfer enrollment increased 57.1 percent, from 28 to 44 students.

- Minority enrollment increased from 13.1 percent to 14.1 percent of total enrollment.
- African-American students, 7.3 percent of total enrollment, increased from 871 in fall 2007 to 964 in fall 2008.
- Hispanic student enrollment, 4.3 percent of total enrollment, increased slightly from 559 in fall 2007 to 560 in fall 2008.

Graduate Admissions

At the graduate level, student recruitment is a joint effort between the School of Graduate Studies and the individual academic departments. In an effort to increase applications and enrollments:

- The School of Graduate Studies attended graduate program fairs at regional institutions, participated in Quad Cities Graduate Center recruitment events, attended Quad Cities community events in an effort to recruit students to graduate programs and gave campus tours to visiting students. In addition, individual academic departments conducted recruiting activities at professional conferences and established relationships with colleagues at four-year institutions that do not have graduate programs.
- The School of Graduate Studies has maintained regular contact with prospective students throughout the application and matriculation process. In addition, academic departments made personal contact with all graduate student inquiries, either directly through the department chair, graduate committee chair, or current graduate students.
- A graduate education view book has been developed that contains general information about graduate education at Western Illinois University, as well as information about both the Macomb and Quad Cities campuses. Program profiles are being developed for each graduate academic program and are available in hard copy and electronic (pdf) format.

Fall 2008 Graduate Enrollment Highlights

- Total graduate enrollment increased from 2,184 in fall 2007 to 2,440 in fall 2008 (11.7 percent).
- Macomb graduate enrollment increased 0.8 percent, from 1,068 in fall 2007 to 1,076 in fall 2008.
- Quad Cities graduate enrollment increased 2.2 percent, from 1,331 in fall 2007 to 1,360 in fall 2008.
- Extension graduate enrollment increased 31.9 percent, from 781 in fall 2007 to 1,030 in fall 2008.
- New graduate student enrollment increased 9.3 percent, from 601 in fall 2007 to 657 in fall 2008.

Western Illinois University-Quad Cities

The Quad Cities Campus continues to partner with Academic Affairs to ensure that all degrees are fully completable on site, classrooms and other academic and student support are available for new and expanded programs, that scheduling is responsive to student need, and that two-way audio-visual equipment and other forms of distance learning support the agility required on our urban campus.

Administratively, there has been restructuring to streamline and enhance the student recruitment and retention process. Academic Advisement and Student Services has been combined into the Office of Academic and Student Services to give students a single point of contact and support from initial application inquiry through graduation. Within the Admissions area of that office, Mr. Curtis Williams was promoted to Associate Director of Admissions, responsible for all forms of recruitment for the Quad Cities Campus (undergraduate, working on referrals to academic departments for graduate students, and the Board of Trustees/Bachelors of Arts program).

In addition to academic advisers, financial aid, and support staff, the Admissions efforts on the Quad Cities Campus are supported by a new admissions counselor (funded by reallocation) who will also

do honors student recruitment, a new community college/College of Arts and Sciences adviser (funded by an Illinois Board of Higher Education grant), the Assistant Director of Instructional and Administrative Services who will add new media and student recruitment to the position portfolio, and a new graduate assistant surveying why students do and do not attend Western Illinois University-Quad Cities (funded by reallocation).

Under the leadership of Mr. Williams and Mr. Andy Borst, Director of the Office of Academic and Student Services, Western Illinois University is implementing an aggressive student recruitment plan for academic year 2009-2010 that includes many new and enhanced initiatives both for Western Illinois University-Quad Cities and in conjunction with Black Hawk College as we are sharing institutional marketing and recruitment resources. These plans will be overviewed at today's Western Illinois University Board of Trustees meeting, and future Enrollment Benchmarking Reports will provide an evaluation of the effectiveness of our new and enhanced initiatives.

**Western Illinois University
Office of Undergraduate Admissions
Executive Summary**

The Office of Undergraduate Admissions seeks to admit students whose interests, goals and abilities are consistent with its academic programs, mission and strategic plan. The purpose of this summary is to review findings and make recommendations based on the outcomes of our recruitment efforts. Accomplishments of fall 2008 Admissions include:

- Over 8,000 freshman student applications for the 2nd consecutive year
- 3.3 percent increase in first time freshmen minority student enrollments
- 2.1 percent increase in transfer student enrollments
- Freshmen student retention increased from 72.3 percent in fall 2007 to 73.1 percent in fall 2008

While we did not reach our recruitment goal of 1,900 students, Western continued to maintain an applicant pool of over 8,000 new first-time freshmen, for the 2nd consecutive year. This increase in applications over the previous four years indicates that recruitment strategies and tactics, coupled with new marketing efforts are working.

Key factors which affected Western's ability to capture and hold our desired 2008 fall enrollment goal for the Macomb campus include:

- Late student response to recruitment efforts
- Fears about uncertain finances leading more students to opt for community college
- High cost of gasoline
- Parental and student views of college as a commodity

In terms of prospective students and their parents, they are increasingly looking at colleges and universities as a commodity with issues regarding the attractiveness of facilities and amenities such as close proximity to a shopping mall and national chain restaurants. As consumers, they want to feel they are getting value for their dollar. Students are looking for scholarships or the "best financial aid package" and often give more consideration to those universities that offer a "better deal" even if the overall cost is higher.

One of the biggest challenges that we face in the coming years will be how to make up for a downward trend in new freshmen because of the number of students entering two-year institutions as a cost saving measure. In fall 2008 145 students cancelled their WIU application for admission to attend community colleges. Also of obvious importance to WIU is the recruitment of students of color. Fall 2008 first-time freshmen minority students totaled 21.2% percent of the entering class compared to 17.9% in fall 2007.

As a university, we must continue to identify and develop a competitive advantage that will differentiate Western from other schools and attract more students to the Macomb campus. In addition, student recruitment must be viewed as a university wide mission. Recruitment efforts could be modeled at the department level, eliciting more involvement from each department or major in the recruitment process for their respective department. Efforts to this end could also attract students who might not otherwise attend WIU and therefore, all departments should be more actively involved in this recruitment process.

Action Plan for Fiscal Year 2009

1. **Increase student communication** flows to prospective students, parents, and high school and community college students through the use of online “Chat” sessions and by utilizing current WIU students in the recruitment process.

2. **Develop a complete series of high quality academic program brochures** that clearly sell the academic quality, core values, and Western’s Cost Guarantee. Include information on alumni, student profiles, quotations and success stories. Focus brochure content on features and benefits that distinguish WIU’s **Signature Programs** and new degree programs (Engineering and Nursing) from those at competing institutions. Use these brochures in the inquiry communications flow for high interest freshman inquiries and transfer students.

3. **Develop distinct recruitment materials and communication flows for transfer students**, including such items as a series of outcomes/alumni success e-mails by major, transfer brochure and transfer student poster with response card for use at community colleges.

4. **Create and fund a specific marketing initiative to increase the number of campus visits.** For example, consider a new campus visit program that involves an experiential program where students and parents can participate in 45-minute mini-courses taught by outstanding faculty.

5. **Actively and extensively engage WIU alumni in the recruitment effort** through hosting of regional events for inquiries/applicants, e-mail contacts with applicants, letters to parents, and other appropriate marketing avenues.

This report provided application and enrollment trends as well as outlining institutional strategies to continue successful admissions priorities and goals identified in *Higher Values in Higher Education 2008-2018*. The next enrollment benchmarking report will be provided to the Western Illinois Board of Trustees in fall 2009.

PRESIDENTIAL ASSESSMENT & EVALUATION COMMITTEE

Chair Nelson stated the Board of Trustees met in executive session. Based upon the activities of the President, not only on campus but also his outside community activities, his work from the standpoint of soliciting and obtaining contributions to the University, it was the decision of the Board of Trustees that retroactive to July 1, 2008, the annual compensation to President Goldfarb will be \$270,000.00. He further stated the President was not in agreement with our decision because he thought it was too high.

Resolution No. 08.10/6: Presidential Compensation

Trustee Nelson moved to pass Resolution 08.10/6 Presidential Compensation. Trustee Ehlert seconded the motion.

Roll Call

Trustee Antonides	Yes
Trustee Ehlert	Yes
Trustee Epperly	Yes
Trustee Griffin	Yes
Trustee Nelson	Yes

Motion carried.

Resolution:

WHEREAS the Board of Trustees conducted its annual review of President Alvin Goldfarb on June 6, 2008; and,

WHEREAS the Presidential review by the Board of Trustees includes the following statement, “The Board of Trustees again wishes to express to Dr. Goldfarb its sincere appreciation and gratitude for his remarkable job as the President of Western Illinois University. We look forward with pleasure to his continued leadership and the continued successes of Western Illinois University”; and,

WHEREAS President Goldfarb’s compensation was tabled by the Board for further study and review:

THEREFORE after further review, be it resolved that the Board of Trustees of Western Illinois University has approved Presidential compensation as follows:

FY2009 salary is \$270,000.00 retroactive to July 1, 2008.

President Goldfarb commented I did not want to sound as if I were ungrateful to the Board. I am very grateful to the Board in terms of their support for the work I am doing. Even though they got me in a disadvantage because I have a head cold and I haven’t done the math yet, but I will figure out the percentage increase and I will donate back whatever is above the 3.5% provided to the rest of the campus community. I appreciate the Board’s support and I have tried to indicate that President’s salaries should be increased at a level of the rest of the campus. In order to make that happen, I will donate back to the campaign and work with Vice President Hendricks. I do appreciate the Board recognizing my work. I don’t want to sound as if I am unappreciative.

Chair Nelson stated we know you are not and we know your position has been relative to increases equal to 3.5%. I guess our thoughts were that you perform far and above the 3.5% and that was the basis for part of our decision. Trustee Ehlert added part of the reasoning also is that we know of the President’s efforts at the University to Pay for Performance, the merit pay planning process. We thought it was appropriate for us to consider that as well because we do think he is performing at a higher level for the reasons mentioned and also for his leadership position in the state among other university presidents.

Trustee Epperly commented if you are looking to put that money, there is a Bill Epperly scholarship fund. As a Board member, I want to thank Steve and Carolyn for the job they have done in the past number of months because they have put a lot of time into interviewing people, meeting with different constituents to get to come back to the Board with their recommendation from their Committee evaluation.

Trustee Nelson added we did post our Presidential Evaluation on the website and the reason we tabled the decision until today was because of wanting some additional information.

GENERAL DISCUSSION AND ACTION ITEMS

President Goldfarb stated Cathy Couza is retiring the end of April 2009. I still have not talked you out of it yet. Cathy has done remarkable work in this office. I hear this from students, faculty and staff in terms of kinds of commitments she has made. I want to take a personal opportunity since she has reported to me, and I hope it is not me that has convinced her to retire. I want to personally thank her for everything she has done for the University and the President's office in terms of working on diversifying our institution, her commitment to our institutional goals and making certain that we are a university of equal opportunity and access. Director Cathy Couza thanked the President for his comments. No – it's not the people that I am leaving.

Equal Opportunity and Access Annual Report

Director Cathy Couza noted apologies for this being a handout and not in your report packets. Certainly as you read through report, if you have questions, don't hesitate to contact me. I am happy to say the report and the tables are on our website. If you need to get a hold of me, please feel free to raise any questions.

We had another active year in hiring, with 162 faculty and administrative searches, which is an increase over last year. Over 3% of the individuals hired in tenure track positions are individuals from underrepresented groups, and this is the second year in a row we continue to do really well in that area. I must thank my new colleague, Provost Thomas, for the initiatives that we have launched and I think are going to really serve the institution in the long haul - underrepresented dissertation fellow program and underrepresented visiting professor. We actually have two individuals on campus this fall as a part of that program.

You can see administrative hires of 67 – a very active year. We seem to still be in a period of time where we have a lot of retirements and a lot of new individuals coming into campus. Civil service hiring, working through Human Resources obviously, we had 78 hires and that is a significant increase for them. We still utilize the learner/trainee programs to try to bring individuals into the civil service workforce because of some of the restrictions on civil service hiring that has been a positive diversity initiative for us as well. One of the things I want to highlight is a new council that has been formed at the institution and keeping with our commitment to strategic planning, this University Diversity Council will spend this year developing a diversity strategic plan for the institution. I am really excited about it. We have four committees working already actively on that council on workforce initiatives doing benchmarking to find out what other institutions are doing. Campus climate issues, we struggle with those all the time. Garry can verify that. We have a lot of work to do in helping our students understand the importance of their role in creating a welcoming environment for individuals based on difference. We are going to focus on resources and research in terms of supporting our faculty and the initiatives they do that enhance the diversity of programs on campus. I am really excited about the Council.

A record number of people took the sexual harassment training and it will be coming up again. Jumping ahead to the tables, just so you know how we evaluate and where we are, take a look at national availability data by discipline specific. We do pay attention to our diversity and our numbers and see how we compare. Are we getting our fair share of the market? If not, what are some strategies that the Provost, the Deans and I can work on to try to enhance diversity of applicants. We pay attention to progress. Dr. Rives and I come back with underrepresented groups report in March briefly to share with you before we submit to IBHE. Kerry Yadgar commented it is in December. Director Couza added so I

will have an opportunity to meet with the group again before I retire. I want to thank everybody for their support. I worked at the institution long enough and I worked with the Board of Governors system, and I think moving to the Board of Trustees has been a win-win for Western not just structurally but because of the incredible people that we have been able to have serve on the Board.

Trustee Antonides asked in the first table what national represented for the total. Director Couza replied that is the number of individuals who received a terminal degree in that discipline for 2006. We get national data on doctoral recipients through the National Research Council, so we are showing you the raw data and the percentage to give you an idea.

Trustee Epperly asked about the numbers of applicants being down. Director Couza responded one of the things we gather when someone applies we send them an electronic feedback form. It is the way in which we gather voluntary veteran status, disability and those kinds of things. We also ask them where they learned about the opportunity so we can start evaluating our advertisement. In fact, people are using the web almost exclusively applying for positions. We are still strong supporters of Chronicle of Higher Education. I think it's important we do that. One of the things we have to balance, and Bruce knows this piece of it, is if we advertise without using a print ad and the candidate we want to hire is someone who is an international individual, it makes it very difficult for them to apply for permanent residency. The Homeland Security rules on the employment side of it require them to be posted in a print ad for a minimum of sixty days, so there are a lot of things to balance. We are going to evaluate where we are and engage more of the departments to do some recruiting as well on their colleagues and move away from passive advertising. We want to do some comparisons with other institutions but that may just be an artifact of this year.

Western Illinois University's comprehensive Equal Opportunity and Access program includes workforce diversity initiatives, non-discrimination compliance oversight and support, outreach programming and training, as well as Americans with Disabilities Act and Title IX compliance. Support for these efforts is affirmed in the University's Strategic Plan, *Higher Values in Higher Education*. These efforts also support two goals outlined in the Plan: to attract, recruit, retain and develop an excellent faculty representative of the diverse and global society, and to develop strategies to increase the recruitment and retention of staff and administration from traditionally underrepresented groups.

We continue to see progress in our workforce diversity initiatives. Significant emphasis has been placed on recruitment efforts for faculty and staff vacancies. During the past year, the Office of Equal Opportunity and Access provided over \$10,000 in resource support to departments for advertising, interviewing and salary offer assistance. The Dual Career Recruitment and Retention Program provided opportunities to three employees from underrepresented groups. Two new initiatives in Academic Affairs are the Underrepresented Minority Dissertation Fellowship and Visiting Professor Programs. These programs have already attracted 2 individuals to campus.

This past year, the Office of Equal Opportunity and Access provided support and coordination for 162 faculty and administrative searches, compared to 149 searches for FY07. Success in increasing faculty and staff diversity starts with the development of diverse applicant pools. A review of applicant pools for FY08 shows that 3,475 individuals applied for faculty and administrative positions during the past year. Comparatively, there were 3,562 applicants in FY07 and over 4,500 in FY06. While the number of positions filled has fluctuated some during this period, this decline will be evaluated to determine if there are factors that relate to advertising strategies, and other recruitment initiatives. During FY08, females comprised 50 percent of the applicants for administrative vacancies (a slight increase over a year ago), and 32 percent for faculty and other instructional positions (up from 26% last year). Applicants from underrepresented groups comprised nine percent of administrative applicant pools (same as last year), and 17 percent of faculty and other instructional applicant pools (down from 19% last year).

During FY08, a total of 48 tenure track faculty positions were filled, resulting in the hiring of 18 females and 15 individuals from underrepresented groups. This includes the addition of 6 African American, 1 Hispanic, 1 Native American, and 7 Asian tenure track faculty members. The table below shows a four-year comparison for tenure track faculty positions filled.

Tenure Track Positions Filled	FY05		FY06		FY07		FY08	
	#	%	#	%	#	%	#	%
Females	9	45	12	30	22	42	18	38
Individuals from Underrepresented Groups	2	10	15	38	16	30	15	31
Total	20		40		53		48	

In addition to the tenure track searches, 47 other instructional positions were filled. This category includes temporary faculty, associate faculty, faculty assistants, and coaches. Of the new employees in this category, 26 (55%) are female and 6 (16%) are individuals from underrepresented groups. The table below shows a four-year comparison for other instructional positions filled.

Other Instructional Positions Filled	FY05		FY06		FY07		FY08	
	#	%	#	%	#	%	#	%
Females	25	68	45	57	13	65	26	55
Individuals from Underrepresented Groups	2	5	14	18	5	25	6	13
Total	33		37		79*		47	

*Initial FYE instructional hires (33)

During the past year, 67 individuals were hired to fill administrative vacancies, including 33 females (49%) and 13 individuals from underrepresented groups (19%).

Administrative Positions Filled	FY05		FY06		FY07		FY08	
	#	%	#	%	#	%	#	%
Females	12	43	33	72	39	64	33	49
Individuals from Underrepresented Groups	5	18	26	57	9	15	13	19
Total	30		28		61		67	

Hiring for the current fiscal year (FY09) is well underway and, to date, 30 faculty and academic vacancies have been advertised, including several academic administrative positions - the Dean of the College of Education and Human Services, and five department chair openings. Twenty-five administrative positions have filled since June 30, 2008. Individuals hired include 2 African Americans and 15 females.

Data also show that significant hiring activity occurred for civil service positions on campus during FY08. A total of 78 positions were filled, and individuals hired included 42 females and 5 individuals from underrepresented groups. The table below shows a four-year comparison.

Civil Service Positions Filled	FY05		FY06		FY07		FY08	
	#	%	#	%	#	%	#	%
Females	23	46	42	63	47	72	42	54
Individuals from Underrepresented Groups	7	14	10	15	9	14	5	6
Total	50		67		65		78	

The University continues to utilize Trainee and Learner programs to enhance workforce diversity within civil service job groups. Trainee programs allow individuals an opportunity to receive “on-the-job” training. This procedural provision allows the University to hire individuals who possess career potential, but lack one or more of the minimum qualifications required to test for a particular classification. Once an individual meets the minimum qualifications he/she must take the Civil Service exam and pass with a score of 70 or better to continue employment in the position. Learner programs, like trainee programs, allow individuals the opportunity to learn on the job, and are used for classifications that do not have any minimum qualification requirements. Both trainee and learner programs can be utilized when the Civil Service exam has not provided a diverse pool of candidates for a particular job classification.

Interest in Trainee and Learner programs continues to increase, with 357 active applicants in FY08 compared to 297 in FY07. During the past year there were 15 Trainee placements and 8 Learner placements active in various departments. Of these 23 individuals, 5 are African-American and 1 is Asian/Pacific Islander. The tables below display Trainee and Learner placements by job classification for FY05, FY06, FY07 and FY08. It is important to note that individuals may be in a Trainee or Learner status for more than one year.

Current Trainees	FY05	FY06	FY07	FY08
Athletic Equip. Specialist	2	0	1	1
Clerk	0	0	0	0
Parking Service Agent II	1	0	0	2
Office Support Staff	1	4	7	6
Administrative Assistant	0	0	0	1
Webmaster	0	1	0	0
Night Supervisor of UU	0	1	0	0
Image Processing Technician II	0	0	2	0
Medical Records Tech.	0	0	0	1
Electrical Engineer	0	0	0	1
Press Technician I	0	0	1	3
Total	4	6	12	15

Current Learners	FY05	FY06	FY07	FY08
Building Service Worker	8	5	0	6
Mailing Equipment Ex/Op	1	1	0	0
Police Officer	1	0	4	0
Route Driver	0	1	2	0
Stationary Fireman Helper	0	0	1	2
Total	10	7	7	8

The University's compliance with Affirmative Action and Equal Opportunity includes providing a means for responding to and resolving complaints of harassment or discrimination. During the past year, 20 discrimination and/or harassment complaints were filed under the University's Discrimination Complaint Procedures. Discrimination allegations by category include sex (4), race (5), national origin (2), sexual orientation (1), disability (5), religion (1), and retaliation (2). This compares to 24 complaints in FY07. In 5 of the cases filed in the past year, individuals were found in violation of the University's non-discrimination policy and/or Anti-Harassment Policy. Individuals found in violation of University policy were disciplined in accordance with employment regulations and relevant collective bargaining agreements.

During FY08, 3,377 individuals completed the university's mandatory sexual harassment prevention training, a significant increase over last year (2,100 in FY07). This number includes 677 faculty, 1,335 civil service and administrative employees, and 1,365 graduate and undergraduate students. This increased participation is an important step in ensuring all employees understand their rights and responsibilities as defined in the University's Anti-Harassment Policy.

Additional compliance activities involve a Gender Equity Oversight Committee including the Director of Intercollegiate Athletics, Senior Athletic Women's Administrator, Vice President for Student Services, and the campus Title IX Coordinator. This group conducts a quarterly review of the University's compliance with NCAA Commitment to Equity and Minority Opportunities plans as a part of the Intercollegiate Athletics Certification Program. A Gender Equity in Athletics report is also submitted to IBHE annually.

The Office of Equal Opportunity and Access provides coordination for the University's compliance with the Americans with Disabilities Act (ADA). ADA compliance includes administering procedures that allow individuals with disabilities to request and receive reasonable job accommodations. All employees are surveyed annually to collect information about medical conditions that may require an accommodation in the workplace. During FY08, workplace accommodations were provided to 104 individuals. Accommodations provided include the purchase of ergonomic or modified office furniture, employment of student assistants, modified work schedules, and the purchase of specialized technology for individuals with hearing and vision impairments. After implementing a reasonable accommodation, follow up is required to assess the effectiveness of the adjustments/purchases made and to determine if additional support is necessary.

The University Web Accessibility Committee continues to evaluate protocols and practices in web development to enhance accessibility. During the past year the Committee finalized the University Web Accessibility Policy, developed in compliance with the newly enacted Illinois Information Technology Accessibility Act. Purchasing and evaluation guidelines are being developed, along with plans for campus education and awareness activities.

The university's annual evaluation of the sufficiency of the Affirmative Action and Equal Opportunity program includes several factors and action steps. An availability analysis is conducted for all job groups

to determine if underutilization of females or individuals from underrepresented groups exists. These data are shared with the President, Vice Presidents, Deans, and hiring administrators, along with a review of the hiring data from the previous year. Where underutilization is identified, recruitment strategies are reviewed and goals are set based on anticipated hiring opportunities in the coming year. The FY08 Utilization Analysis Report for Instructional Employees and the FY08 New Hire Utilization Analysis Report are attached.

It is important to note that while the Office of Equal Opportunity and Access provides leadership and support for university efforts to diversify faculty and staff, success depends on a strong commitment from all members of the campus community. It is equally important to continue efforts to create a campus climate that is respectful, inclusive, and welcoming for all individuals, regardless of their sex, race, color, religion, national origin, sexual orientation, gender identity and gender expression, age, disability, marital status, and veteran status. In recognition of this reality, a University Diversity Council has been formed this fall, with representatives from the faculty, administration, civil service employees, and the student body. This Council will develop a strategic plan to achieve our diversity goals, and provide important feedback on the effectiveness of current efforts. Work thus far has included the development of an operating paper that will guide the Council's work, and help to develop and implement new initiatives. The vision, mission and goals of the Council are included below.

University Diversity Council

Vision Statement

The University Diversity Council (UDC) at Western Illinois University (WIU) recognizes that diversity is an indispensable element of our core values of *Academic Excellence, Educational Opportunity, Personal Growth and Social Responsibility*. The university is fundamentally committed to including and integrating individuals within our campus community from different groups regardless of their: gender, race, color, ethnicity, sexual orientation, gender identity and gender expression, religion, age, marital status, national origin, disability, veteran status, socioeconomic background, and/or intellectual outlook. Our commitment to diversity inevitably means actively supporting positive change and ultimately achieving transformation.

Mission Statement

The mission of the University Diversity Council is to identify and recommend deliberate efforts that attract and retain members of historically underrepresented individuals to WIU and to work to create a rich academic, intellectual, and cultural experience and environment for everyone by extending our focus beyond representation to genuine participation.

Goals

The goals of the Western Illinois University's Diversity Council are:

- (1) To serve in an advisory capacity to the Office of Equal Opportunity and Access (EOA).
- (2) To reinforce and advance efforts to sustain and promote campus diversity. As members of the diversity council, we consider this work essential to advancing the goals of the strategic plan – *Higher Values in Higher Education* – and supporting our mission *to have a profound and positive impact on our changing world as we educate and prepare a diverse student population to thrive in and contribute to our global society*. We also consider the promotion of campus diversity fundamentally necessary to effectuating positive change in the patterns of disadvantage and discrimination that are still so prevalent in the academy and in society.

- (3) To devise new diversity strategies and programs which support the values of Western Illinois University: academic excellence, educational opportunity, personal growth, and social responsibility,
- (4) To identify barriers to inclusion and diversity initiatives and to provide solutions to eliminate those barriers, and
- (5) To assist and support efforts to diversify WIU's faculty, staff, and students and develop approaches to integrating diversity with respect to public service, teaching and research into WIU's academic mission.

The Office of Equal Opportunity and Access will work closely with this new Council to identify barriers to progress and best practices that will move us forward. Progress in meeting our goals and objectives is truly a campus wide effort.

*FY08 Availability Analysis Report and FY08 New Hire Utilization Availability Analysis Report were passed out to the Board of Trustees and audience as a handout.

Resolution No. 08.10/7: Release of June 6, 2008 Executive Session Meeting Minutes

Resolution:

WHEREAS pursuant to Section 2.06(c) of the Open Meetings Act, the Board of Trustees of Western Illinois University has reviewed the minutes of the executive session to determine whether the need for confidentiality still exists with respect to all or part of the minutes:

THEREFORE be it resolved that the Board of Trustees of Western Illinois University approves for public disclosure at this time the following executive session minutes:

June 6, 2008

Trustee Antonides moved that the Board approve Resolution No. 08.10/7: Release of June 6, 2008 Executive Session Meeting Minutes. Trustee Ehlert seconded the motion.

Roll Call

Trustee Antonides	Yes
Trustee Ehlert	Yes
Trustee Epperly	Yes
Trustee Griffin	Yes
Trustee Nelson	Yes

Motion carried.

Resolution No. 08.10/8: AFSCME Local 417 & Illinois Fraternal Order of Police Council Labor Contracts

Vice President Thompson stated I am the only one left to comment. These are two contracts for both of these groups and both have agreed to 3.5% salary increase that we gave to all of our other employees. Again, it is a real compliment to AFSCME and FOP, as well as Stuart and his negotiating team that these went very easily.

Trustee Ehlert moved to pass Resolution 08.10/8 AFSCME Local 417 & Illinois Fraternal Order of Police Council Labor Contracts. Trustee Nelson seconded the motion.

Roll Call

Trustee Antonides	Yes
Trustee Ehlert	Yes
Trustee Epperly	Yes
Trustee Griffin	Yes
Trustee Nelson	Yes

Motion carried.

Resolution:

WHEREAS the Board of Trustees must approve collective bargaining agreements prior to implementation; and,

WHEREAS an agreement was reached on July 29, 2008, and was ratified on August 6, 2008, by the American Federation of State, County and Municipal Employees Local 417; and,

WHEREAS an agreement was reached on August 21, 2008, and was ratified on September 12, 2008, by the Illinois Fraternal Order of Police Labor Council:

THEREFORE be it resolved that the Board of Trustees approve the agreements as presented.

American Federation of State, County and Municipal Employees Local 417

Wage Settlement

An agreement, on a wage reopener, was reached on July 29, 2008, and was ratified on August 6, 2008, for the period July 1, 2008 through June 30, 2009, with the American Federation of State, County and Municipal Employees Council 417 representing approximately 153 employees.

The parties agreed to implement a 3.5 percent increase in base wages effective July 1, 2008. Additionally, the parties agreed to discuss Pay for Exceptional Performance if it is implemented for non-represented civil service employees in Fiscal Year 2009.

Cost Analysis

Previous unit base	\$5,754,995
3.5% Base adjustment	<u>201,425</u>
Adjusted base	\$5,956,420

Illinois Fraternal Order of Police Labor council

Wage Settlement

An agreement, on a wage reopener, was reached on August 21, 2008, and was ratified on September 12, 2008, for the period July 1, 2008 through June 30, 2010, with the Illinois Fraternal Order of Police Labor council representing approximately 23 employees.

The parties agreed to implement a 3.5 percent increase in base wages effective July 1, 2008. Additionally, the parties agreed to increase base wages effective July 1, 2009, by 3.5 percent or the percentage appropriated by the State of Illinois for Fiscal Year 2010 salary increase, whichever is greater. This agreement eliminates a Fiscal Year 2010 wage reopener.

Cost Analysis (First Year)

Previous unit base	\$1,095,996
3.5% Base adjustment	<u>38,360</u>
Adjusted base	\$1,134,356

Resolution No. 08.10/9: Revision to Board Regulations, II.B.12.j., Alternative Benefits for Coaches – First Reading

Vice President Johnson stated this is a request to change the Regulation that we probably ultimately could refer to in some ways the Coach P. rule, because what we found out as a result of his illness. Over the course of time and a number of years ago, the policy was changed to put coaches in a position where they could not accrue beyond one year sick leave or vacation. It was done at a time when the idea was that when institutions were done with the coach, they fired them, and went away and that was the end of it. We determined that is not a fair strategy to deal with our coaches who put in lots of hours and time. While we were able to take care of Coach Patterson with a University policy that allows us to provide him with sick leave, other coaches would be in a difficult situation. We want to treat our coaches exactly the way we treat the rest of our employees. It is a fair thing to do and right thing to do.

For example, if we have one of our female coaches who had a pregnancy complication, they would be in a world of hurt. We do not want the institution to treat our faculty and staff that way and we want our coaches to be treated fairly as well. We are proposing that change so they will be treated as our other employees.

President Goldfarb added I think the implications really are what this does clearly it also for those coaches who are long term, it creates recognition that they are long-term employees in the institution. Those are the employees who actually have impacted the most in terms of sick leave or vacation. Our goal was to make certain that we were taking care of individuals who have committed their careers here at Western as well.

Vice President Johnson noted Coach P. had worked here for ten years and never taken a sick day in all of that time. When he got ill, he had exactly one year's allocation of sick leave and then he was done. It is not fair and it is not the way Western treats its faculty, staff and employees. We want to do the right thing and are asking you to support our request to do that.

Chair Nelson asked since this is the first reading do we take a vote. Kerry Yadgar responded that we will come back for a second reading, and the vote today is to come back for a second reading.

Trustee Nelson moved to pass Resolution 08.10/9 Revision to Board Regulations, II.B.12.j. Alternative Benefits for Coaches – First Reading. Trustee Ehlert seconded the motion.

Roll Call

Trustee Antonides	Yes
Trustee Ehlert	Yes
Trustee Epperly	Yes
Trustee Griffin	Yes
Trustee Nelson	Yes

Motion carried.

Resolution:

WHEREAS the current Western Illinois University Board of Trustees' *Bylaws and Regulations* provide limited alternative non-cumulative vacation and sick leave benefits to coaches; and,

WHEREAS the Western Illinois University strives to be family-friendly and equal in terms of benefits and has recently approved Parental Leave and Domestic Partner benefits for employees at Western Illinois University:

THEREFORE be it resolved to offer similar cumulative vacation and sick leave benefits to coaches by revision Section II.B.12.j. of the Western Illinois University Board of Trustees *Bylaws and Regulations*.

j. ~~Alternative~~ Benefits for Coaches

The following provisions shall apply only to coaches, who for purposes of this subsection are defined as temporary administrative appointments for terms of not longer than twelve months, and more than half of whose assignment is coaching intercollegiate athletics.

- (1) Notwithstanding any of the other benefits provisions of these Regulations, coaches may be given an appointment which entitles them to the employee benefits described in Section II.A.9. and Section II.B.12. above, (subject to the requirements thereof concerning application and eligibility), but with the following exceptions *benefits*:

- ~~(a) Instead of the vacation leave described in Section II.B.12.a. and b., coaches appointed hereunder shall be entitled to non-cumulative vacation leave which shall be earned at the rate of two days per month for each month in the term of appointment. This vacation leave shall be used during the term of appointment, and there shall be no lump sum payment or other benefit provided to such coaches for unused vacation leave at the end of their term.~~

Coaches appointed hereunder shall be entitled to cumulative vacation leave which shall be earned at the rate of two days per month for each month in the term of appointment. Vacation leave may be accrued up to a maximum of 48 days. [An employee who accrues the maximum will earn no further vacation leave until the employee's use of vacation leave reduces the accrual below the maximum.] Upon termination of employment, and provided that the employee is not reemployed at the same place of employment within 30 calendar days, they shall receive lump sum payment for unused vacation leave at the end of their term.

- ~~(b) Instead of the sick leave described in Section II.B.12.a. and c., coaches appointed hereunder shall be entitled to non-cumulative sick leave of one day per month of appointment (credited at the beginning of the appointment). There shall be no lump sum payment or other benefit provided to such coaches for unused sick leave at the end of their term of appointment.~~

Coaches appointed hereunder shall be entitled to cumulative sick leave of one day per month of appointment. The employee may accrue cumulative sick leave up to a maximum of 360 Work days and may use accumulated sick leave only when the employee is prevented from performing assigned duties because of illness, injury, or temporary disabilities. The employee may use up to twelve (12) days of earned sick leave per calendar year for absences resulting from the illness or injury of a parent, spouse, domestic partner, or child. Upon approval of the President, or the President's designee, an employee may use additional accrued sick leave for such absences. [Employees covered by a collective bargaining agreement with different sick leave benefits will receive those benefits according to their agreement.] Deductions of sick leave shall not be made during any Board approved holiday. No lump sum payment shall be made for cumulative sick leave earned after January 1, 1998. No more than five days of sick leave shall be deducted in any one calendar week.

- (2) ~~The appointment of coaches with the above alternative benefits is an option which may be exercised by the President with the exception that this option shall not be exercised to change the benefits entitlement of any employee where such a change would reduce his or her current benefits.~~

OLD BUSINESS

Chair Nelson stated I brought up the issue about notification relative to student conduct and I got a tree printed off with a bunch of information relative to FERPA. I have briefly been talking to Garry Johnson and maybe he can educate us about what we do.

Vice President Johnson replied -- what we can do and what we do. In fact, the way our system works and it has been in place for 25 years, we do in fact notify parents if their sons or daughters are involved in a major alcohol violation. They will be notified the first time. If a student is placed on disciplinary probation, the parent receives a letter indicating their student is in less than good judicial standing with the institution. If they are involved in a second alcohol violation under the age of 21, a minor would just simply use and possession, and then they would be notified of that as well. There was a clarification of FERPA about a year ago, it was never intended to do what people used it to do quite frankly. People hid behind FERPA, but we do not. As we talk to parents at orientation we talk about the fact there are times when there are questions they may have of us and we are the partners in educating their sons and daughters and we will work with them. There are also times when we will expect them to help us deal with some of the issues relative to their sons and daughters as well. Our contention has always been, and Bruce is our attorney so he will be standing beside me, I would rather stand in front of a judge and be accused of doing something to help a student than standing in front of a judge and being accused of doing nothing. That is not an educational strategy that makes any sense to me and never has. We have been fairly intrusive and we have worked with parents and notified for some period of time. We feel that is a responsible way for the institution to work with our students and they know it, and we move forward. Yes, we do notify; we always have as long as I have been here.

Chair Nelson commented that answers my question and that will not be a topic for awhile.

Director Campbell recognized Kristin Dunstan for the work she has done in helping me to design all our publications this year. I did not want the Board to think I was personally responsible for coming up with all the great ideas. They have done an extraordinary job in helping me the past two years, in helping our marketing efforts throughout the Chicago metropolitan area.

NEW BUSINESS

Attorney Bruce Biagini noted it is ethics testing time. Yesterday was the first day and they had a problem with their computer in Chicago and they still do. They only had a year to work it out so I got an ethics blurb this morning saying it is taking an inordinately long time for people to take the test. They think they will have it fixed so don't rush into it on Monday. We don't know what the problem was but we will be starting our annual harassment of everyone on campus to get their ethics test done.

Vice President Thompson added Anita Tingley in my office is writing to say since your site is not working, we want more days. Thirty days does not give us much time.

Attorney Biagini commented I have already had quite a few contacts from irate training persons who did not get the training done. It is not a Western problem. It is a problem with the ethics office in Chicago, and we cannot fix it. It is their problem and their software. Just be patient, but we still have to get it done.

Chair Nelson asked about the printed form he received for ethics. Attorney Biagini responded some people got printed forms. People who are on campus computer system get the login website.

Chair Nelson asked Darcie to make a comment about WIU-Quad Cities: A Five Year Retrospective: Growth and Expansion Continues which has been completed in the last couple of days. Director Shinberger commented Trustee Nelson asked that I share this story with you regarding the growth and expansion in the Quad Cities. Joe Rives and I worked together to get a story out to the Quad Cities media to let people know that despite not having a capital bill, we are still moving forward and growing and expanding in the Quad Cities. We thought this was an ideal time to release this story now the engineering program has been approved in the Quad Cities. We wanted to wait a week or two and come forward with look what we have done in the past five years. Chair Nelson asked that the information go out to the legislators.

President Goldfarb noted it will be our first opportunity to see doctoral students go through the December Commencement. Chair Nelson added one of them is the Asst. Superintendent of the Rock Island school system. Provost Thomas stated currently we have about nine students and we may have a little bit more who will receive their doctorate.

Chair Nelson commented be safe trick-or-treating. Have a nice Thanksgiving and we will see you in December and enjoy Homecoming!

NEXT MEETING

The next regularly scheduled meeting of the Board of Trustees will be **December 19, 2008**, at the Macomb campus.

There being no further business to come before the Board, a motion was made and duly processed to adjourn the meeting of the Board **at 12:18 P.M.**

Steven L. Nelson, Chair
Kerry L. Yadgar, Administrative Assistant to the Board

pr